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USDA

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MAY 5 '77

## When Visions of Palms Dance In Your Head

About this time of year the thoughts of those who are not snow lovers lightly turn to sun-warmed sand and swaying palm trees, preferably those which can be reached by a flight of an hour or two. There is only one area of the United States mainland that is truly tropical, and that is a narrow sliver of land south of Miami, Florida.

The USDA Subtropical Horticultural Research Station is located on Old Cutler Road on the fringe of suburban South Miami. It is easy to believe that *Arthur K. Burditt, Jr.*, entomologist and research leader, and other USDA employees working there have just about the best jobs in the world, especially during the winter months when much of the rest of the country is frozen solid.

This small tropical region of the United States is one of great beauty. It is marred only by the steady stream of cars that give Douglas Road and Old Cutler Road a carbon monoxide haze that does not belong to the tropics. The 200 acres of the Research Station have so far escaped the suburban sprawl, as have the Fairchild Tropical Garden and Matthewson Hammock, a Dade County Park. A few private estates have acres of tropical gardens fronting on Biscayne Bay. They are not, of course, open to the public.

One such paradise is the Kampong on Douglas Road, former home of David Fairchild, USDA's first designated plant explorer and founder of the New Crops Research Branch. The 10-acre estate is now owned by Catherine Sweeney, an amateur botanist and a member of the Weyerhaeuser family. Less than five miles away (10 miles southwest of the center of Miami) is the Fairchild Tropical Garden, named in honor of David Fairchild. It is open to the public for a small charge. Here one can stroll, or ride a small tram, and see one of the finest collection of tropical flora in the world. (USDA's Subtropical Horticultural Research Station, a few miles farther south, is not open to the public, but bona fide employees of USDA are occasionally welcomed as guests.)

In its 83 acres, the Fairchild Tropical Garden has the largest collection of palms



*This is a Soil Conservation Service photo of an early morning snow scene in Indiana. The SCS is interested in where the water goes when the snow melts. Those who prefer a different kind of beauty or are interested in where to go when the snow falls should slide quickly to the next photo.*



*Even the thought of palm trees evokes visions of hula dancers, not the Tahitian kind, languorously stirring under balmy skies. Palms seem to say life is not hard nor work a virtue—beauty and grace are all that matters. These are coconut palms, commercially the most important.*



in the western hemisphere—more than 400 species. The Garden also has an orderly profusion of flowering trees, vines, ornamental shrubs; and collections of philodendrons, bromeliads, and orchids. Next to the palms, perhaps the most important collection is the cycads—ferny, palm-like plants which flourished when the world was young.

Not all of the palms in the Garden have been named. Several new and unnamed species have been added in recent years—gifts of the Archbold Expeditions of the Museum of Natural History in New York.

Members of the Palm Society are also helping to build the collection. Their goal is to collect 1,000 species.

Nobody knows how many species of palms exist. In *Palmae*, Tomlinson says palms are “a large family of over 2,500 species.” Miriam L. Bomhard, in a 1963 USDA publication, estimates “there are probably about 4,000; at least 1,250 kinds growing in the western hemisphere.”

Palms are among the most used and useful plants in the world. In underdeveloped tropical areas, the livelihood of large populations still depend upon them. Some species are fountains of productivity, far more versatile in their uses than oaks or pines.

At least two palms are small enough to use as pot plants—the pygmy *Roebelin phoenix* and the parlor palm, (*Chamaedorea elegans*). The *Roebelin phoenix* eventually grows to a 12-foot tree, but it grows for a long time before it begins to form a trunk. The parlor palm grows rapidly to a height of about eight feet and is tolerant of dim light, so it is the kind most often seen in shops, restaurants, and theatre lobbies.

David Fairchild's half-dozen books on plant exploration are nontechnical and reflect his warmly critical ability to enjoy plants and to enjoy life. He viewed plants and plant exploration as high adventure, and his enthusiasm was contagious. In his long lifetime (1869-1954), he converted many to the joys of tropical gardening.

Fairchild often expressed his impatience with systematic botanists who appeared to enjoy classifying plants more than they enjoyed plants. “I would rather have my palms growing where I can touch them than possess their symbols only—their names, correctly spelled in books on my shelf,” he said.

The palms of the Fairchild Garden are suitable monuments to his spirit. Among the thousands who tour the Garden yearly may conclude, as did he in *The*

*World Grows Round My Door*: “There are few places on earth more favored than this, where a man may surround his house with palms and spend old age wandering among them, admiring them as he might a collection of beautiful statues, all out under the open sky.”

There are few places on earth more favored for USDA employees to work than the Subtropical Horticultural Research Station in far South Miami. There are still fewer where the history and romance of plant exploration is so deeply imbedded—or where the influence of the U.S. Department of Agriculture is so unexpected and so important.

### Attaches-To-Be Take Southern Study Trip

As part of a career development plan intended to train candidates for overseas service, 15 Foreign Agricultural Service staffers traveled recently to several southern states to get a first-hand look at agricultural production and processing operations there.

The participants, most of whom will soon be going overseas as assistant agricultural attaches, traveled to Mississippi, Arkansas, Louisiana, and Florida, where they viewed activities in the cotton, soybean, rice, livestock, and citrus industries.

“We were introduced to what the agricultural industry expects from us as agricultural attaches,” said one of the travelers, **Jim Truran**, who is currently working in FAS's Trade Operations Division. “We were able to learn from the people we will be representing exactly how they want us to represent them.”

Another participant, **Frank Hokana**, agreed, “There is no question in my mind that the highlight of this trip was seeing just how important a role the agricultural attaché plays in the agricultural industry of the United States. We were able to see just how much the industry needs us—for market development activities and promotion of their products, and also for gathering foreign commodity information.”

Jim added, “We were able to see different American commodity processing technology—for example, soybean oil extraction at Riceland Foods in Arkansas—which will be useful for comparative purposes when we are all overseas.”

Frank feels that the trip helped him to learn about production and processing of commodities with which he was not very familiar. “I'm working in FAS's Fruit and Vegetable Division, and thus am not very

familiar with commodities like rice and cotton and soybeans,” he said.

**Mattie Sharpless**, also of Trade Operations Division, felt that what she saw during the trip helped her to better appreciate the massive role American agriculture plays in this country's everyday life. “We take a lot for granted,” she said. “Until you see some of these processes, you don't know what goes into making the things we use every day.”

The trip was part of a comprehensive career development plan put together by FAS's Personnel Programs Branch to enable agricultural economists in the agency to obtain the knowledge and skills necessary for overseas duty. The four-year program includes rotational assignments in FAS Washington, D.C., concentrated language training, and monthly seminars on current agricultural subjects as well as the field trips.

Trip participants were **Mattie Sharpless**, **Larry Marks**, **Lynn Abbott**, **Abdullah Saleh**, **Richard Blabey**, **Elizabeth Callanan**, **Bill Tinklepaugh**, **David Rineheimer**, **Carole Brick**, **Joseph Butler**, **Frank Hokana**, **Jim Truran**, **Susan McCullough**, and **Finn Rudd**. Trip coordinator was **Vernon Harness**, Chief, Program Services Branch, Planning and Evaluating Division.

### Russian Roulette in The Kitchen

Have you ever:

Cooked hamburger rare? Left cooked beef roast, pork roast, turkey, or chicken at room temperature for more than two hours? Left salad sandwiches made of tuna, chicken, turkey or egg at room temperature for more than two hours? Kept roast beef, turkey, pork, or chicken leftovers in the refrigerator at above 45 degrees? Stuffed turkey a day or more in advance of roasting it instead of just before roasting? Stored leftover stuffing in a turkey instead of separately? Cooked a turkey partially at one time and completed cooking it later?

All of these are “high risk” practices. In a USDA survey of more than 2,500 households, 63 percent of households sampled were found to have followed at least one high risk practice in handling, preparing, or storing meat and poultry. In other words, 63 percent of these households were prime candidates for food poisoning. According to the Center for Disease Control, food poisoning cases in the U.S. range from two million to ten million annually. Many of these are mistaken for mild flu.



## COMMENT

### Flame to the Moth



For months this publication has avoided publishing another story about sex attractants as a means of insect pest control. A half-dozen times we have pushed aside a report of the amorous attraction USDA employees at the Forest Service's research labs in Corvallis, Oregon, have acquired for male Tussock moths. From several sources we have heard that *Gary Daterman*, a FS entomologist, was besieged and all but carried away by male Tussock moths while watching a football game. He had showered and shaved and was wearing freshly laundered clothes, but still he carried a trace of the female moth's chemical sex-attractant, pheromone, with which he had been working.

'USDA' didn't use the story, but the editor of the New York *Times Magazine* thought well of it. "Building a Better Bug Trap," by Anthony Wolff, which tells the pheromone story in profound detail, appeared in the issue of November 28, 1976. Then in *Time* magazine for December 6 the Daterman story appeared again. It has no doubt appeared in many other publications. Sex, sex, sex! Editors are as mad to get it in print as a male Tussock moth is for the female's scent. 'USDA' feels compelled to note what other prestigious publications have reported.

According to the Wolff account, a ready and willing female moth atomizes from the tip of her abdomen a millionth of a gram or less of sex pheromone, and a distant male moth "with sex the farthest thing from what passes for his mind wings his way toward the source of the scent."

Wolff claims: "The champion long-distance lover of record is the male

*Bombyx mori*, a Chinese silkworm moth that responded to a come-hither pheromone from a female who was 6.8 miles away. According to calculations by an entomologist given to pheromone fantasies, the same talent on a human scale could stampede all the men on the Eastern Seaboard to a single woman in Omaha."

That, 'USDA' feels, is going too far, but the phenomenon has its uses for insect pest control. "When an insect is under the influence of its sex pheromones, love is blind," Wolff notes. "The creature will make a pass at the source of the odor, whether it is the abdomen of the female moth or a lab assistant's elbow."

In their larval stage, Tussock moths can destroy a forest of fir trees. What the Forest Service is up to currently is to use the Tussock moth pheromone in traps to measure any increase in moth population, but it has stronger measures in mind, according to the *Time* report. It may be possible to spray whole forests of firs with the love potion and confuse the males so completely they will be unable to locate any females to mate with. *Time* quotes *Gary Daterman*: "It's analogous to putting a male human in a room with his girl friend, turning out the lights and spraying her perfume all over the place so he can't find her."

Well, maybe so. What passes for a brain in the moth is very small indeed. If Daterman is quoted correctly, the analogy he offers strikes us as extremely weak. He had better confine himself to his laboratory experiments. The other kind he suggests has been known to fail.

### Winter Driving

A driver's skill is tested to the utmost by winter driving conditions. There are many added hazards that are not present during the rest of the year. Getting out on the highways is dangerous enough under ordinary conditions, but winter driving really complicates matters. Whether you're on or off the job, the following reminders may keep you from becoming an accident statistic this year:

**BE SURE YOU CAN SEE AND WILL BE SEEN.** Clean *all* of the snow and ice off your windshield, other windows, mirrors, and lights before you drive. The few minutes it takes to clean your windows may save a life. Remember the last time you tried to drive with that peephole you carved out for your front windshield? Perhaps you made it, but it could very well have been your *last time*.

**TIRES.** Tires with good deep tread are essential for good cornering and handling

### Likes "Human Liberation"

You are to be commended on the overall, supportive stand taken in behalf of women in the November 24 issue. Usually, I find articles on women ambiguous; however, this issue is consistently positive.

I especially appreciate the term—"human liberation". Thank you for your continued efforts in keeping us informed of progress made in improving our status and reporting accurately those areas in which change is moving too slowly.

Donna Dover, Springdale, Arkansas.

### "Gilty" Chauvinist Pigs

I like your drawing and caption on the front of the newsletter of 24 November 1976 (Vol. 35, Number 24). However, there is only one small problem. All the pigs are sketched as gilts.

Thyrele Robertson, Washington, D.C.

on slippery roads. Check the air pressure frequently to maintain the manufacturer's recommended pressure—you'll save gas and provide yourself with added traction. The stopping distance of the best specialized tire tested on glare ice is about eight times the normal stopping distance on dry concrete.

### GET THE FEEL OF THE ROAD.

Remember that rising temperatures greatly increase the slipperiness of ice and snow. The best way to come out of a skid is to turn your front wheels in the direction the rear of the car is skidding.

### STRETCH YOUR "FOLLOWING"

**DISTANCE.** Tailgating at any time, and especially during winter, only invites disaster.

—Submitted by the Howard County, Iowa, ASCS office.

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Glenn White, Acting Editor  
Mary McGowan, Editorial Assistant

## What FNS Does

The Food and Nutrition Service was established in August 1969 to concentrate on the administration of federal food programs. Federal funding for food assistance activities, including costs for administration, has grown from around \$1 billion to over \$8.5 billion in Fiscal Year 1976.

Family food assistance, in the form of either food stamps or food distribution, has been virtually 100 percent available to all areas for the past 5 years. Except for less than 100,000 people, mostly Indians on reservations receiving food donations, needy families getting food assistance are in the Food Stamp Program. The number of people assisted through family food programs averaged 18 million per month in 1976.

The National School Lunch Program, oldest and largest of the child nutrition programs, celebrated its 30th anniversary during the Bicentennial Year. In its first year of operation 6.6 million children were served lunches compared with a new peak of 26 million during Fiscal Year 1976.

Little change is expected in the number of low-income people taking part in the Food Stamp Program in the coming year, according to Stephen J. Hiemstra, FNS's Director of Economic Analysis. In the National School Lunch Program and other child nutrition programs administered by the FNS, Hiemstra said: "There are some uncertainties in future trends in these activities because of significant legislative changes enacted about a year ago. The net result of these changes will likely be expansion in both participation and costs of the programs."

He said that \$8.5 billion Federal input into food programs accounted for 4.4 percent of total U.S. food expenditures of \$194 billion in Fiscal Year 1976. Counting the share contributed by local governments and individual participants, the total value of food used under the food programs approached \$14 billion last year. That amounts to 7 percent of the total \$194 billion spent for food in this country. He said little change is expected in these percentages in Fiscal Year 1977.

Food assistance programs are administered cooperatively by the Food and Nutrition Service and state and local governments. FNS has 2,374 full-time permanent employees. It has 7 regional offices: The New England Regional Office is located in Burlington, Mass.; the Mid-Atlantic Regional Office in Princeton, New Jersey; the Southeastern Regional Office in Atlanta, Georgia; the Midwestern Regional Office in Chicago, Ill.; the Southwestern Regional Office in

Dallas, Texas; the Western Regional Office in San Francisco, California; and the Mountain Plains Regional Office in Denver, Colorado.

## It's About That Time Again

In recent ERS publication, "Provisions of Importance to Agriculture in the Tax Reform Act of 1976," Charles A. Sisson lists the following new Federal income tax provisions that are of interest to all taxpayers:

**Revision of the tax tables.** The optional tax tables were considerably simplified. They are now based on taxable income instead of adjusted gross income. The former 12 tables have been replaced by only 4. They now apply to taxable incomes of as much as \$20,000 and will be available to taxpayers who itemize as well as to those who take the standard deduction. An estimated 90 percent or more of all taxpayers will be eligible to use the new tables, which will be available for the 1976 income tax calculations.

**Credit for child care expenses.** The previous system of itemized deductions for child care expenses has been replaced with a nonrefundable tax credit. Formerly, the employment-related expenses of caring for a child who is less than 15 years old (or a disabled dependent adult) could be claimed as an itemized deduction not to exceed \$4,800 a year.

The new provisions include a deductible tax credit for 20 percent of the first \$2,000 of employment-related child care expenses for one dependent and 20 percent of the first \$4,000 of expenses for two or more dependents. Thus, the maximum credit is \$400 for one dependent and \$800 for two or more. There is no maximum income limit that disqualifies a taxpayer. The credit is also available to couples when one spouse is a part-time worker or full-time student and to divorced or separated parents who have custody of their children. Further, the credit applies for payments to relatives who are not dependents of the taxpayer if the payments are subject to the social security tax. These provisions apply to taxable years beginning after December 31, 1975.

**Moving expenses.** Under prior law, if a taxpayer changed jobs and moved more than 50 miles, as much as \$2,500 of the moving expenses could be deducted. The new law raises the limit to \$3,000 and permits such deductions for moves of more than 35 miles. It also increases the maximum deduction for househunting and temporary living expenses from \$1,000 to \$1,500.

**Business use of homes.** The circumstances under which these

expenses can be deducted have been substantially restricted. These deductions will be allowed only when part of the home is used exclusively and regularly as the taxpayer's principal place of business. This provision is effective for taxable years beginning after December 31, 1975.

## PEOPLE

### McGuire Gets Career Service Award



John R. McGuire, Chief of the Forest Service, received a 1976 Career Service Award from the National Civil Service League. The Career Service Award is presented each year to 10 career employees in the Federal Government who have distinguished themselves in public service. Winners are selected on the basis of demonstrated efficiency, achievement, character and service.

The National Civil Service League is a non-partisan, non-profit, citizen organization established in 1881 to promote the merit system in public employment.

### New Southern Regional Forester

*Lawrence M. Whitfield*, Forest Service Northern Region Deputy Regional Forester for Resources since 1972, has been named Regional Forester for the Forest Service's Southern Region. He will have responsibility for protection and management of 33 National Forest units (12.2 million acres) in Texas, Oklahoma, Arkansas, Louisiana, Alabama, Mississippi, Florida, Kentucky, Tennessee, Georgia, Virginia, North Carolina and South Carolina.

Whitfield was supervisor of the Sequoia National Forest, Porterville, California (1964-68), before his appointment as Chief of Land Acquisition and Exchange Branch in the Washington, D.C. headquarters in 1968. In 1971-72, he was Director of Legislative Affairs.



FEB 24 1977

## BERGLAND IS SECRETARY-DESIGNATE

Congressman Bob Bergland from Minnesota's 7th District has been designated Secretary of Agriculture by President-elect Jimmy Carter. Bergland, 49, has been a member of Congress since he was elected in 1970. During that period he has been Chairman of the House Agriculture Subcommittee on Conservation and Credit, and has served on the Agriculture Committee's Subcommittees on Livestock and Grains and Dairy and Poultry.

The upcoming term as Secretary will not be Mr. Bergland's first affiliation with the Department of Agriculture. He was the Midwest Regional Director for ASCS from 1962-68, dealing with price supports, production control and storage problems.

He holds a degree from the University of Minnesota School of Agriculture, and owns a 600 acre farm near the Canadian border that specializes in small grains and grass seed. *Time* magazine regards him as "informal, gregarious, outspoken," and "married to a farmer's daughter; six children."



Secretary-designate Bob Bergland.



Secretary-designate Bob Bergland (center), his wife Helen (left) and Secretary Knebel meeting USDA employees at the annual Christmas open-house held in the Secretary's offices in Washington. Secretary-designate Bergland was invited to attend to renew old acquaintances in the Department as well as to be introduced to staff members he has not previously met.

### Cost-Of-Living Change For Annuitants

The law authorizing Cost of Living Adjustments (COLA increases) for retired Civil Service employees and service annuitants has changed. Under the new law, COLA increases will occur every six months. Increases in the Price Index will be measured *twice* a year and annuity increases will match any increase in the cost of living. The requirements that the Price Index go up at least 3% and stay up for three months, and the extra 1% add-on, are eliminated.

The new law works like this: Each year CSC will make two Price Index comparisons. In January it will compare the Price Index for December with the previous June's. In July, CSC will compare the June Price Index with the previous December's. After each comparison there will be a COLA increase in annuities to match the percentage increase in the Price Index. These COLA increases will be effective each year on March 1st and September 1st (April and October checks).

The first increase under the new law is a little different. Under a special provision, the comparison will be between the Price Indexes for December 1975 (the base month for the last COLA increase) and December 1976. The annuity increase based on this comparison will be effective March 1st (payable in the April 1, 1977 check).

### Solar Energy Information Center

Need information on solar energy? Call 800-523-2929. This is the National Solar Heating and Cooling Information Center. Their lines are open weekdays from 9-5, local time. Their staff will help you with any questions or problems concerning solar energy. They have lists of manufacturers, bibliographies and a speaker's bureau. They also keep track of legislation, etc. Mailing address for inquiries: National Solar Heating and Cooling Information Center, Post Office Box 1607, Rockville, Maryland 20850.



## Earthworm Cookies

One of the tid-bits served at a Cooperative State Research Service Symposium: earthworm cookies made by *Ronald K. Abe*. Fort Valley State College, as part of his continuing research into new and unusual sources of nutrients for animals and for man. With a little research, we could get his recipe, but we don't want it.



## Can Our Forests Survive?

Charles Kuralt, the folksy CBS roving correspondent, recently had some thoughts about the lingering controversy over clearcutting vs. the insatiable demand for forest products: "I finished my breakfast, put the paper (66 pages) under my arm, and left the table, with its used and useless paper napkin, paper placemat, paper salt and pepper packages, paper butter and marmalade wrapping, paper sugar envelope and paper cream holder. And I walked out into the morning wondering how our National Forests can ever survive our breakfasts."

## We Know You've Heard It Before, But...

There is a cliché that goes, "Never underestimate the power of a woman." A good thought, to be sure, but unfortunately, the abilities of many women are underestimated. The Food and Nutrition Service EEO Advisory Committee offers a few "myths" to keep in mind when interviewing a woman applicant for a job or promotion.

—Women are too emotional or not aggressive enough. (This varies with the individual, female or male, as emotion and aggression levels are not limited to the female of the species.)

—Women use more sick leave than men. (Actually, it's about equal.)

—Women will soon leave the position to raise a family. (This is assuming that the

## Reader Response

Thank you very much for including in your November 24th edition of 'USDA' the release I sent to you regarding the Graduate School's Winter Schedule of Classes.

As a result of your article, numerous telephone calls have come into our Information Office for copies of our Correspondence Bulletin and Winter Schedule of Classes. Calls have come in from USDA offices in New York, Texas, Oregon, Louisiana, and Colorado, to name just a few.

Claire E. McBride, Washington, D.C.

The articles related to Women's rights in the November 24 issue certainly help to expose many people to this issue of unrest. It is all too unfortunate that time and energy must be used in trying to gain an ideal that surely should have been achieved by now in our history. It is indeed deplorable that over 50% of the population cannot command the respect and concomitant equality that should be due all people.

One of the feminist magazines in print today is titled "Off Our Backs!" If the women's movement is ludicrous, as some claim, would there even *be* such magazines as this one in circulation?

N.S. Stevens, Albany California

## Two Documentaries Win Awards

"Roots of the Nation," a Forest Service historical documentary that depicts the profound influence of forests in the development of America, received the Golden Eagle Film Award at the annual 1976 CINE (Council On Non-theatrical Events) Program and Exhibition held November 17, 1976, in the Mayflower Hotel, Washington, D.C.

"Jars Full of Ideas," a film sponsored by the Glass Container Manufacturers Association, also received a CINE Golden Eagle Award. The film also took top honors in the Public Relations Society of America Film Festival last year. New Jersey 4-H staff and members helped to produce this prize-winner. It was filmed by a private contractor.

interviewee is a younger woman, many women today return to work soon after the birth of the child if not for self-fulfillment, then for economic necessity in this day and age of inflation.)

—Women shouldn't or won't travel. (Absurd. There is nothing on the books that states that a perfectly healthy woman will be damaged if she travels. In fact, many women see travel as a benefit and training opportunity necessary for advancement.)

—Women don't want responsibility or can't supervise. (Every job has a level of responsibility, it just depends on how much a person, man or woman, wants to assume. Women oftentimes are not given the opportunity to prove their capability in responsible positions.)

## The High Price of Education

What was intended to be an illegal \$45 profit on smuggled oranges, turned into an all-too-legal \$1,000 loss for a New York fruit and vegetable wholesaler.

Several months ago, APHIS PPQ Officer-in-Charge *Sid Cousins*, Rouses Point, New York, discussed regulations and restrictions concerning the importation of foreign produce with a local wholesaler. The wholesaler was specifically warned of the citrus regulations and he assured Officer Cousins that he would comply with them. He understood the pest risk and didn't want to be responsible for importing some exotic pest.

Early the next month, the wholesaler arrived at the border with his customary load of U.S. and Canadian produce purchased in Montreal. During a routine inspection the U.S. Customs Service Officer found 70 crates of Outspan (South African) oranges hidden in the front of the trailer. The result of this aborted smuggling attempt was loss of the oranges, a \$413 fine, and the rental of a tractor-trailer to make this daily deliveries because of the delay at the border.

As the wholesaler was leaving the office, he stated that he had anticipated a \$45 profit on the oranges, but instead ended up with a \$1,000 loss. Included free in the deal is a 100% USCS and USDA inspection each and every time he crosses the border.

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Glenn White, Acting Editor  
Mary McGowan, Editorial Assistant

## COMMENT

# Down On the (Soviet Union) Farm

[Often college and high school students ask USDA to help write their term papers. The practice should be discouraged, but here's how one such request was answered. Please—never again!]

Dear Carl,

Since moving to Washington 2 short months ago, I've discovered that one of the benefits is being able to lay your hands on practically any type of research. Your request for facts on U.S. vs. Soviet agriculture at first seemed like an impossible assignment, but you'll be happy to know I managed to come up with the goods.

Alas, the study itself is not yet off press. However, the people at USDA's Economic Research Service allowed me to take notes from their manuscript copy, and this should arrive in time to be incorporated in your term paper.

First, the wide gap between Soviet and U.S. Agriculture has narrowed. But we're still way ahead of them in farm efficiency, crop yields, livestock productivity, value of production, output per person, use of fertilizer and farm equipment—to name just a few.

Take farm equipment. The Soviets have one tractor for every 265 acres of cultivated land, versus one for 88 acres in the U.S. And they have only one combine to cover 460 acres in small grains, whereas U.S. farmers have one for 150 acres.

The Soviets use only about two-thirds as much mineral fertilizers (nitrogen and phosphates) per acre of arable land as American farmers. But the U.S.S.R.'s fertilizer use has been growing by leaps and bounds in recent years. By 1980 it may equal or top ours if the current 5-year plan meets its goal.

Even though the Soviet Union has about 2-1/2 times more land than the U.S., only about a fourth is suitable for agriculture in the U.S.S.R., against roughly half in the U.S. The U.S. also has better weather conditions for agriculture. The Soviets can expect severe droughts every 3 years, and only 1 year out of 3 or 4 can be considered favorable as weather goes.

Furthermore, only about 40 percent of the U.S.S.R.'s arable land lies in areas

having an average temperature of over 40° F. In the U.S. the proportion is nearly 90 percent. So, besides the drought problem, the U.S.S.R. is handicapped by a much shorter growing season and frost-free period than most of our areas.

Had you been born in Russia, chances are that you would be working in agriculture. More than a fourth of the Soviet labor force make their living that way (here, it's only 4 percent). Many are women—about 45 percent of the Soviet labor force—compared with just 15 percent in the U.S.

State farms—numbering around 18,000 and averaging 47,200 acres in size—occupy about half the total cultivated area of 560 million acres. Most of the rest is farmed by 28,600 collective units, which average around 16,000 acres. In the U.S. we have some 2.8 million farms, averaging somewhat less than 400 acres. Russia's "private" plots (tilled by collective and state farmers in their spare time) account for only 3 percent of the sown acreage. Yet they managed to produce around a third of the U.S.S.R.'s vegetables in 1974 and close to two-thirds of the potatoes, plus a high proportion of the country's meat, milk, eggs, and wool.

Comparing management of Soviet and American farms is difficult because of the great contrasts in size, organization and economic systems. Suffice it to say that Soviet farm managers often must respond to directives from the Soviet Government, rather than make their own decisions based on such indicators as consumer demand.

The present Soviet regime is increasing the level of inputs, and improving incentives for the rural labor force. Yet our own farm efficiency, measured in terms of output per unit of input, remains substantially higher for land, livestock, and labor. (Former U.S. Secretary of Commerce Peter A. Peterson found that in the U.S.S.R., one farmworker feeds only 7 people, while in the U.S., a farmer feeds 52.)

Moreover, despite greater inputs of land and labor, the value of Soviet agricultural output is only about four-fifths that of American farmers. The Soviets also lag in yields of most crops. The U.S. produces much more meat, eggs, fruit, corn, and soybeans than the U.S.S.R. On the other hand, Soviet production of milk, wheat, rye, barley, potatoes, and sunflower seeds far exceeds ours.

Patterns of grain use in the two countries vary greatly. The U.S. uses only about half as much grain for food as the U.S.S.R. but almost a fourth more grain for livestock feed.

We produce over a fourth more than the Soviets, even though their grain area is over 80 percent larger. Main reason is that high-yielding corn accounts for 60 percent of total U.S. grain production, whereas, in the U.S.S.R., relatively low-yielding wheat (primarily spring wheat) accounts for almost half the grain crop.

In per capita output, figures are much higher in the U.S. for fruit, meat, and corn for livestock feed. But the Soviets produce more wheat, milk, and potatoes per person. In both countries, food supplies are generally adequate, the big difference being the composition of diets.

Naturally, you'll want to include in your paper some mention of foreign trade. Trade in agricultural products is equally important to both countries, making up about a sixth of total trade. However, the U.S. is traditionally a net exporter—world's largest—of farm products, and the Soviet Union is a net importer. In 1974 American farmers exported 8 times more than the Soviets.

The Soviet Union has become a major, though extremely variable, market for U.S. grain in recent years. U.S. grain exports to that country ranged from lows of 2-3 million tons in 1971/72 and 1974/75 to highs of 14-15 million tons in 1972/73 and 1975/76. Corn made up about half and wheat most of the remainder.

Hope this gives you a bird's eye picture of how U.S.S.R. agriculture stacks up with ours. Obviously, I didn't cover the waterfront in this letter.

Regards,

Tom

(Based on the manuscript, "Agriculture in the United States and the Soviet Union," by Fletcher Pope, Jr., Foreign Demand and Competition Division, ERS)

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## Italy Likes U.S. Wines

U.S. wines in Italy? It is hard to believe, but this largest world exporter of wine may be a market for U.S. wine. Two U.S. wine producers had a chance to exhibit for the first time in Italy's annual Vini d'Italia show last year in cooperation with the Foreign Agricultural Service.

More than 150 inquiries were received concerning the possibility of importing U.S. wines, according to Francesca Roberti, the Italian hostess at the U.S. exhibit. She said that importers were particularly interested in the White Pinot Chardonnay, French Colombard, and rose wines in carafes. "People think California wine is a novelty," Signorina Roberti said.

Indications that U.S. wines on which the duty—but not transportation—has been paid may sell wholesale in Italy from \$2.50 to \$10 per bottle. Italy was the leading world exporter of wine in 1975, shipping about \$56 million worth to the United States and \$466 million worth in all—a third of total world exports of wine.

## Customs Opens Permanent Exhibit

Who raised the ransom that rescued Americans from the Barbary pirates in 1801?

Who paid off the national debt in 1835?

The answers to these questions and many more—await the visitor to the new U.S. Customs Service's exhibit, "Protectors of Independence Since 1789."

The new exhibit and information center, a public service of the nation's oldest border enforcement agency, is located in Customs' headquarters building at 14th Street and Constitution Avenue, N.W., Washington, D.C., and is open Monday through Friday, except holidays, from 9:30 a.m. to 4 p.m.

It features a 10-minute audio-visual presentation and colorful displays tracing the history of Customs—its fight against smugglers, illegal drug traffickers, and other threats to the nation's commerce, security and environment.

A slide-and-sound presentation takes the visitor from the landing of the first ship to pay duty in 1789 through the rum-running days of Prohibition and the stepped-up border watch of World Wars I and II to the latest law enforcement technology—where radar, sensors, planes and boats, and computers speed the processing of the law-abiding while halting wanted criminals.

## PEOPLE

### Klamath's Own: George Nemler



When *George Nemler* retired to northern California, it never crossed his mind that after leaving the Navy following WW II as a civilian employee he would be working full-time for the Federal Government 24 years later.

However, when the Klamath National Forest had an opening in their Senior Community Service Employment Program last August (a program designed to provide part-time employment opportunities to low-income persons aged 55 years and above), for someone with accounting and bookkeeping skills. George applied and got the job.

George was on the job for about a month when his supervisor evaluated his work. "Whatever task we gave him, whether it involved the annual personal property inventory or miscellaneous clerical work

relating to the Klamath Forest's 245 vehicle fleet equipment, they were all completed without a hitch—we let George do it and he did it with dispatch and accuracy."

At the end of September a vacancy occurred for a full-time position in the accounting section. With his Federal reinstatement rights still intact as well as two months of solid experience in the department, George was the top candidate for the job.

Today, at the age of 60, George Nemler is a far cry from retired. As collection officer for the Klamath Forest, he is responsible for depositing federal receipts at the local bank. His weekly deposits average \$7,000, but during periods of spirited auction for National Forest timber, checks over \$1,000,000 are not uncommon.

In addition, George issues government travel requisitions, checks itemization costs of fire trespass reports and records bills of collection; he also keeps close tab on the forest recreation maps which are sold to the public and continues to keep track of the personal property inventory records.

But our story does not quite end here? with George's full-time employment, the Klamath has not only met its ten percent goal of placing participants of the SCSE program—what is equally if not more important—it has created an opening in the forest's manpower program, an opening which may just fill the needs of another senior citizen.

Submitted by Ernest E. Weinberg,  
Klamath National Forest.

## APHIS Goes To The Movies

We've heard of working as an extra in a movie, but this is ridiculous! "Heretic," the sequel to the box-office giant "The Exorcist," put out a call for 7,500 extras. A marvelous working opportunity for an actor—if he happened to be a locust. And a male locust at that.

One of the scenes in the movie requires locusts to fly out of a room and into the face of Richard Burton. Originally planning to import 7,500 male locusts, under special permit from South Africa, the studio was able to procure only 2,500 of the potential academy award winners. Verification of the sex of the locusts had to be made (lest Hollywood end up with a real live locust plague) and was carried out by Messrs. Gillogly, Tengan, and Whitley of the Los Angeles PPQ office, along with an L.A. County and California Department of Food and Agriculture representative.

Alas, the tale does not have a typical Hollywood storybook ending. Some of the locusts were found to be female, and were disposed of. It's a tough business.





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Employee Newsletter  
of the U.S. Department  
of Agriculture

# 'USDA'

Volume 36  
Number 3  
February 2, 1977

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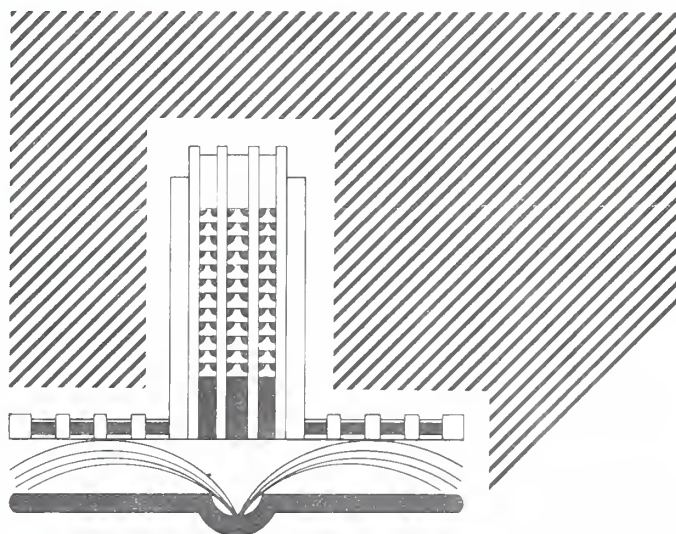
## Know Your NAL

### NATIONAL AGRICULTURAL LIBRARY

Acquires, preserves, and makes available information concerning agriculture

Administers programs for acquiring, cataloging, indexing, and analyzing library materials.

Disseminates technical information and knowledge to scientists and researchers in agriculture and related sciences through loan, photoreproduction, and telecommunications. Serves technical information requirements through bibliographies, topical reading lists, state-of-the-art surveys, and other types of reference services.



Your National Agricultural Library is one of three national libraries, the other two being the National Library of Medicine and the Library of Congress. The 14-story Main Library of NAL is "out in the country," but it is easy to find. It looms impressively at the intersection of U.S. Route 1 and Interstate 495 (Beltway Exit 27 North), Beltsville, Md., 15 miles northeast of Washington, D.C.

The D.C. Branch and the Law Library are located in USDA's South Building in Washington, D.C. The Tri-Agency Reading Room is Room 505, 500 12th Street, S.W. Sixteen agency field libraries are in service at locations throughout the U.S. where there are large concentrations of Forest Service and Agricultural Research Service personnel.

NAL has a collection of more than 1,500,000 books. Other publications numbering in the hundreds of thousands are in many forms—reports, journal articles, pamphlets, theses, translations, and microfilms gathered from all over the world.

Vast though these collections are, they represent but a fraction of NAL's total resources. Through interlibrary loan, it has access to virtually every major library in the U.S. Cooperative agreements with land-grant libraries in 20 states make it

*NAL gets some unusual requests. Here are a few:*

*Please send me all the information you have on raising redworms and night crawlers.*

*I am planning to raise hamsters, cavy's, and gerbils for pet and laboratory use. What health standards are required?*

*Please forward all the information that you have, or, if you can't, let me know where I can get it. Have a good day.*

possible for USDA personnel to use their resources.

In July of last year NAL's automated information retrieval system was named AGRICOLA. The Acronym stands for *Agricultural On-Line Access*. Materials for the AGRICOLA family of data bases, stored on magnetic tapes, are selected for their relevance to programs and projects of those State, county, and local agencies with similar interests. Currently, approximately 5,000 journals are indexed. The total number of records available for searching as of January 1975 was 598,525. It grows at a rate of about 20 percent a year.

The modern agricultural scientist or manager has information needs that cross

many scientific disciplines. The volume of literature flowing through a single office is usually greater than most people can handle. The National Agricultural Library adds 12,000 new books to its collection in a year. Some 220,000 other pieces of information are received annually. This proliferation of literature has forced the use of machine-readable citation files, computer technology, and telecommunications. Now large files of information can be "interrogated" by the punch of a button (in fact, several keys like typewriter keys in proper sequence).

"Now that's all very wonderful," a USDA employee might say, "but can I borrow a book?"

Yes, you can! A large part of the world's supply of agricultural literature and information is yours for the asking. NAL loans books in response to job-related requests to all USDA employees, the world-wide agricultural community, other Federal government agencies, land-grant universities, and others with a legitimate interest in the Library's resources. The loan period is usually one month. Publications cited on AGRICOLA may be borrowed through NAL, USDA field libraries, and most land-grant universities libraries. You can't borrow periodicals or other non-

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*This is the proper way to fill out a request for a publication. Always give the call number if you know it. Print, type, or write all necessary information clearly. It makes life easier for librarians and the service quicker for borrowers.*

Plenty. We have got to produce all we can and waste nothing. In the past we have been the most wasteful people the world has ever known. We have been growing more wasteful all the time. We have invented newer and better wastes every year. But our most wasteful practice of all has been wishful thinking. . .

"Your job, my job," Secretary Wickard said in 1942, "is to tell farmers just the facts straight from the shoulder, facts—whether they are pleasant or not—and for a long time there are going to be a lot more unpleasant facts than pleasant facts."

It was not a bad message then, and it has worn well. It can be applied, with a little change, to American life today. The remainder of the first issue of 'USDA' was taken up by such topics as "New Farm Goals For Victory," "Farmers and the Axis Plot," "Men at Work," and "Revised Production Goals for 1942."

circulating materials, but you can order photocopies.

You may submit publications requests in person, by mail, or telephone (301-344-3750), TWX (710-828-0506 USDA, NAL), and telecopier (301-345-6632). If you are near any of the 69 land-grant colleges and universities, try there before NAL. If material you want is standard or can be found in a standard periodical dealing with agriculture, you probably can get it the same day. All land-grant libraries have agricultural bibliographic directories which will tell you the next best source and give you call numbers, including those for NAL.

If you apply in person at the National Agricultural Library or one of its branches, fill out USDA Form AD-245-2 for each publication requested. To apply by mail the form is AD-245-4. (A supply of these forms may be ordered from USDA, Central Supply Service, Office of Operations, Washington, D.C. 20250.)

You will of course get faster service if you file your request correctly. All request forms must be typed or printed with a ballpoint pen. Each book or article should be requested on a separate form. Requests for books should include the full name of the author, title, editions, place, publisher, and date. In requesting an article, the name of the journal, date of issue, author, title, and, if possible, the page number will speed your service. Requests bearing NAL call numbers will be expedited. Mailed requests should be addressed to: National Agricultural Library, Lending Division, Beltsville, Md. 20705.

A little care and effort on your part will enable you to benefit more promptly from NAL's many resources and services. USDA personnel and other qualified groups can learn to know the library better by arranging for a guided tour of its public areas and behind-the-scenes activities. To make an appointment for a tour, write or phone NAL's Publication Information Office (301-344-3726).

## COMMENT

### 'USDA' Reaches A Milestone

Your employee newsletter, 'USDA', has a birthday this month. It is 35 years old, the prime of life for human beings but a venerable age for publications. Thousands have died younger. 'USDA' is now a few issues into Volume 36. Volume 1, Number 1 appeared February 6, 1942.

'USDA' was born out of a need of the Department to communicate with its employees during the early months of World War II. The first issue featured a message from Secretary of Agriculture *Claude R. Wickard*. It began: "The one good thing about Pearl Harbor is that it aroused us. It united us as we have never been united. . ."

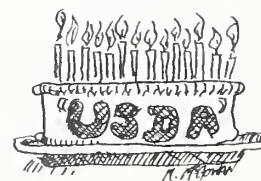
Secretary Wickard's first word to farmers—and to USDA employees—was "produce." The second was "conserve." He said: "The first thing we must realize is that we are no longer living in the Land of

An insert in bold-face type stated—true then as it is today—that "'USDA' is for all employees of the Department of Agriculture. As the edition is limited, please pass this copy on to others." The first issue had eight pages and 'USDA' continued to have eight pages for many years, in spite of the paper shortage. The pages were the same size they are today, when 'USDA' has only four pages. Now, as then, it appears biweekly.

Nearly everything else—type, format, style, content—has changed. And can it be that bureaucracy has become less complex? In 1942, the editor, *A. T. Robertson*, was headed by an impressive list of eight editorial advisors, including the Under Secretary, *Paul H. Appleby*. Today, the editor reports only to the Chief of the Special Reports Division, Office of Communication (and, of course, to everyone else in the Department who can reach him by mail or telephone when he makes a mistake).

There is a temptation to recall a few of the momentous events of the past 35 years which 'USDA' and its editors, like many other employees, have survived. But we desist. It has been a good lifetime. We are grateful to have had all that—and to have the future as well.

Happy Birthday to 'USDA'. A fond "thank you" to its readers.





## 250 Florists, Nurserymen Attend ARS Open House

The fourteenth open house for florists and nurserymen opened January 13 at the Beltsville Agricultural Research Center. About 250 commercial flower growers, nurserymen, and educators attended, along with a number of non-professional plant lovers hungry for the color of flowers. Not many had been transported from the greenhouses to the auditorium for the day was glitteringly cold, sun and ice on snow.

After brief welcoming remarks from Director *A. A. Hanson* and Administrator *T. W. Edminster* and responses from representatives of the ornamental plant industry, *Dr. Mark Cathey*, Chief of the Floral and Nursery Crops Laboratory, gave a "mixed media" presentation of the theme of the open house, "Discovery '77." He successfully mixed botany, color, music, voice and motion in a ten-minute slide show that warmed the house.

The term "Ornamental Plants Laboratory" has been dropped in favor of "Floral and Nursery Crops Laboratory" because the word "ornamental" may suggest to some a "frill" or frivolous crop, in spite of the fact it is at least a \$3 billion annual industry which provides jobs for many thousands and has grown phenomenally in recent years. Two speakers mentioned daughters bringing home loads of plants from college, and Cathey said his daughter, too young for college, was "into plants but not into watering them, so they don't live very long." The sale of house plants continues to soar.

*Robert F. Dreschler* of the National Arboretum led off the afternoon session with a slide presentation of the National Bonsai Collection and the new Japanese Garden and Viewing Pavilion at the Arboretum. This was followed by a tour of the greenhouses and demonstrations of results of research in plant breeding, mutations, plant viruses, minor use of insecticides, and light sources.

The Friday, January 14, sessions of the open house were primarily for commercial growers and dealt with the use and conservation of light radiation and energy.

"More people are doing more and better things with house plants than ever before," Cathey said, "and achieving better results. The big ventures remaining for the plant industries are to broaden the range of plants—foliage and flowering—which amateurs can grow successfully; to develop easy-to-understand care instructions for handling them; and to encourage the installation of lighting suitable for growing and showing plants."

## Brakes Applied To "Grade Creep"

In one of his last memoranda to heads of Department agencies, former Secretary of Agriculture *John A. Knebel* issued a strong warning against the continuance of "grade creep" or "average grade increase." He pointed out that the average grade in the Department was 7.5 in 1968, 7.8 in 1972, and 8.6 in 1976. This places the current average salary of a USDA employee in the neighborhood of \$15,000 yearly.

"This concerns me greatly," the former Secretary said, "because the trend has not been stabilized or reversed. Some actions and conditions in the Department run counter to the principles of sound position management and economical classification administration. We must turn this around."

He exhorted agency heads, line managers, and supervisors to "correct all positions either improperly described or inaccurately classified."

The Office of Personnel recently issued new guidelines for position management and classification administration and, in collaboration with the Civil Service Commission, established an intensive evaluation of job grades and job descriptions.

## Eve Has Many Faces

The Civil Service Commission is recommending for use by Federal agencies an award-winning training film on the upward mobility of women. The title: *How Many Eves?*

The 15-minute 16 mm color film dramatizes the problems women encounter when they enter top-level executive positions.

The CSC is using *How Many Eves?* in its own training courses and recommends the film for use in agency manager, supervisor, Equal Employment Opportunity, and Federal Women's Program training courses. The film is accompanied by a discussion leader's guide.

*How Many Eves?* received the Bronze Award at the 1976 International Film and TV Festival. It is available for screening and purchase from Walter J. Klein Co., 6301 Carmel Road, Charlotte, North Carolina; phone, (704) 542-1403.

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USDA Vol. 36, No. 3, February 2, 1977  
Glenn White, Acting Editor  
Mary McGowan, Editorial Assistant

## 'USDA' Accurate

Congratulations and a hearty well-done on your outstanding "Comment" on *Smokey Bear*, 'USDA' December 8, 1976.

I'd be a lot happier if only half the press and other media were even half as accurate and factual as is 'USDA'.

Thanks for doing such a good job all the time.

—Paul M. Hutton, Dandridge, Tennessee.

## Well, Most Of The Time . . .

The back photo caption of the December 22, 1976, issue incorrectly identifies SCS Administrator *R. M. Davis* as APHIS Administrator *Francis J. Mulhern*. The December 8, 1976, issue misspelled *Diane O'Connor's* name. The word "entomologist" is misspelled in the January 5 issue, as are the words "as" "keep" and *Matheson Hammock*. And there should be a comma between Albany and California (page 2, issue 2, January 19).

—Ed.

## AG Chart Slide Sets Available

The 206 color slides reproduced from the 1976 Handbook of Agricultural Charts prepared by the Economic Research Service are for sale. Cost per set is \$30.00.

Slide subsets, which correspond to the six sections in the 1976 handbook (each with a lead-in slide), are also available: The Domestic Situation; 56 slides for \$14.00; Foreign Production and Trade: 17 slides for \$4.25; Population and Rural Development: 15 slides for \$3.75; The Family: 13 slides for \$3.25; Food and Nutrition: 21 slides for \$5.25; and Commodity Trends: 88 slides for \$22.00.

Slides may be ordered individually at 30 cents apiece. Give the figure number of the chart as shown in the 1976 Handbook of Agricultural Charts. Order from Photography Division, Office of Communication, U.S. Department of Agriculture, Washington, D.C. 20250.

A copy of the Handbook (AH-504) can be obtained without cost from the Publications Unit, Room 0054-S, Economic Research Service, U.S. Department of Agriculture, Washington, D.C. 20250. Or call (202) 447-7255.

## Appointed

*Dr. Chester H. Gordon* has been appointed director of the International Programs Division of the Agricultural Research Service.



## How ERS Conducts a Survey

*"Hello. My name is \_\_\_\_\_ of Response Analysis Corporation in Princeton, New Jersey. We are conducting a national survey on behalf of the U.S. Department of Agriculture. All of the answers you give will be used only in group totals to assure that your answers are kept strictly confidential."*

That's the little speech a home-visiting interviewer gave to 1,400 consumers throughout the United States in the Economic Research Service's most recent consumer survey.

In an effort to survey the surveyors, 'USDA' interviewed Dr. Clark Burbee, ERS Project Leader for the survey.

*To start, does the survey have a title?*

Yes, it has a title. It's "Consumers' Food Related Behavior, Attitudes and Motives." But I think the interviewer's introductory comments say it well enough.

*He—or she—says exactly that?*

Yes, everything is said and all questions asked precisely as they appear in the questionnaire. We spend a lot of time trying to prepare the questions in the clearest, most concise form.

*Well, that's our big question—How does one go about planning a survey? What is its purpose?*

That's two questions in one. Let's start with the purpose. The purpose is to assist the food delivery system in improving its performance to consumers. By performance, we mean providing those products and services in the quantity and form consumers want. In this age of consumerism, the food delivery system has been overwhelmed with requests for new, as well as changes in existing, products and services. Often, firms do not know how to react to those requests because they do not have adequate information on what's really wanted, who wants it and why. If the delivery system complied with all the demands made upon it, production and marketing costs would increase significantly and food prices, too. What we are trying to do is determine the extent of these demands and provide some guidelines to the delivery system on what should or should not be undertaken.

*How do you plan a survey?*

The first step is to identify the problem areas or issues. Then we have to decide which ones are likely to be more important than the others. For this survey, we developed questions on ten different problem areas, submitted them for clearance by the Office of

Management and Budget, and with their approval, we conducted the pre-test. After the pre-test we dropped questions on three areas and of course revised many of the questions.

*How extensive is the pre-test?*

It entails constructing a complete questionnaire, usually longer than the final version, and carrying out a survey of a few households in different localities. The pre-test for this survey was conducted in Philadelphia and Chattanooga, demographically two quite different areas.

*Then it's back to the drawing board?*

Yes, it's always back to the drawing board, even after the survey is completed. Our survey effort is on a recurring basis and we have to start designing the next one shortly after preliminary analysis of results on the previous survey.

*When you do, the survey is then conducted in every state in the United States?*

Yes, in every state except Alaska and Hawaii, which are too expensive to include in a personal interview type survey.

*How many people work on the survey?*

In this office there are seven, including myself, who work on formulating and analyzing this survey and others. The actual interviews are conducted by employees of the Response Analysis Corporation of Princeton. I don't know the number they employ.

## PEOPLE

### First 100 Years The Easiest



January 26, 1977, is another birthday for Dr. Arthur Wesley Kay, retired

veterinarian of USDA's Bureau of Animal Husbandry (1942). Of some interest to him and others: it's his 100th birthday, his first. Dr. Kay has enjoyed retirement for more than 35 years.

His son Bob, one of four children living and well, reports, "Dad's health remains remarkably sound and he continues to be interested and involved in all things and people around him. His voice and steps are strong and brisk."

Dr. Kay lives in a retirement hotel in Point Pleasant, New Jersey. On the telephone his voice is strong, and he does not tire of talking. A few excerpts from a recent conversation:

*What is your secret for living to be 100?*  
Hard work.

*Which are the best years?*

There are many good years; some bad ones, too. Courting a girl is a good year. I was married to my wife for 69 years, three months and five days.

*Are you having a special celebration for your 100th birthday?*

There are hints about having a party from my church members, and I wouldn't be surprised if the residents of the hotel celebrated. We celebrate all birthdays, but this is sort of a milestone. Then my children want me separate and apart from everyone else, so I'm going to Potomac, Maryland, where my son has a home, for a few days and then I'll come back here.

*What do you do in the daytime?*

Eat, sleep, think. I have a lot of memories to think about. And there are lots of ladies here to talk to and fool around with. A lot of them walk with canes. I have one, but I don't walk with it.

Of the 60 people who live in his resident hotel, only 15 are men. "Good odds," says Dr. Kay.

He is one of 850 surviving veterans of the Spanish American War. His commander was Frederick D. Grant, son of Ulysses S. Grant. On the occasion of his 97th birthday, in recognition of his outstanding patriotism, then Vice President Gerald R. Ford presented him with a flag flown over the Capitol. To this day, with pride, dignity, and a salute, he raises the flag every morning on the 30-foot flagpole at his retirement residence and takes it down at night.

Son Robert summarizes: "Let him hear a Sousa march and his toes will keep time. If my father has a philosophy for a long and full life, it would seem to be study, work, persevere, keep one's mind and body engaged in worthwhile pursuits. As long as one keeps his motor running, even though on idle, he can be sure his battery will keep its charge."

## Soil Conservation Society To Hold Symposium

Eight professional organizations interested in land use planning will join the Soil Conservation Society of America in sponsoring a national conference in that subject March 21-24 in Omaha, Nebraska.

William J. Sallee, director of the special programs branch of the Agricultural Stabilization and Conservation Service, Washington, D.C., is the program chairman for the conference.

Printed programs are now available from Soil Conservation Society of America, 7515 Northeast Ankeny Road, Ankeny, Iowa 50021. Registration, including banquet one evening, is \$35.00.

## Second Opinion Before Surgery

The Government-Wide Indemnity Benefit Plan (Aetna health insurance), with the concurrence of the Civil Service Commission, is offering enrollees in some locations the opportunity to participate in an experiment to test the desirability of a Surgical Consultation Benefit.

The test benefit will pay for the opinion of a second physician as to whether a patient needs surgery at a particular time. It may help some patients to avoid non-emergency surgery when other, less-expensive courses of action would be as effective. It specifically applies to such surgical procedures as hysterectomy, tonsillectomy, and adenoidectomy when they have been recommended by only one physician.

The Surgical Consultation Benefit will pay the reasonable and customary cost of the consultation and of any X-rays or laboratory tests required. The consulting physician must be one on Aetna's list of physicians.

If the consulting physician advises against the operation but the patient decides to go ahead with it, the patient's regular benefits for the expense of the operation will be paid.

The experiment, which began in the Washington, D.C., metropolitan area January 1, 1977, will continue for at least one year. The area includes the District of Columbia; Montgomery and Prince Georges Counties, Maryland; and Arlington, Alexandria, and Fairfax, Virginia. If the experiment is a success, the benefit may become a permanent feature of the Plan.

## Energy Saving Tip

"To save on heating energy and costs, lower thermostats to 68 degrees during the day and 60 degrees at night. If these settings reduce the temperatures an average of 6 degrees, heating costs should run about 15 percent less. If every household in the United States lowered heating temperatures 6 degrees, the demand for fuel would drop by more than 570,000 barrels of oil per day—enough to heat over 9 million homes during the winter season."—Federal Energy Administration.

## ARS Crew Aid Pilot In Plane Crash

Eight helping hands, all provided by the Agricultural Research Service crew at Davis, California, probably prolonged the life and relieved the suffering of a pilot whose plane crashed in the fog on the morning of November 16, 1976. The pilot was Glen Bowsley, a local farmer. ARS staffers assisting were *Bruce Reinhart*, *Stan Bissell*, *Ron Dow*, and *Ahmed Sidahmed*.

Three assisted the pilot while the fourth summoned help. Working in a puddle of gasoline and fumes arising from the

gasoline, the three released the injured pilot from his safety belt in the upside-down fuselage, they made him as comfortable as possible until the ambulance, police and firemen arrived and took him to the hospital. Seriously injured, the pilot died on November 22, but not without knowing some people are willing, at some risk to themselves, to go to the aid of a fellow man in trouble.

## ERS Tries Flexitour

Washington, D.C., employees of the Economic Research Service are now well into the first month of a 6-month trial period of "flexitour." Flexitour is a modified flexitime program that permits employees to select their daily working hours. ERS office hours are from 7:00 a.m. to 6:00 p.m., with a core time of 9:30 to 3:30 when all employees must be present. A daily sign-in/sign-out log provides a record of hours worked by each employee. Employees may change their choice of an 8-hour working day within the designated time frame after first three months.

At the end of the six-month period, the ERS flexitour program will be evaluated and a decision made whether to continue it.

## A Word from the Secretary

Just before Christmas I shook hands with many USDA employees. I would like to be able to shake hands with every USDA employee, and maybe I can do so now—at least verbally.

I am not a stranger to the Department of Agriculture. First, I have been a farmer all my life and know the Department as it operates out in the country. I worked with the ASCS for a half dozen years and of course served on the House Agriculture Committee. It is a special pleasure to meet old friends and acquaintances. I look forward to making new ones.

In the coming months, I'll be meeting and talking with many of you. It's a time for innovative thinking and careful planning in the Department of Agriculture as in all areas of the Federal Government. It's a time when "How do you do?" is a real question.

I will be listening to your suggestions and learning from them as we work together for the good of agriculture, consumers, and the Nation.





## Hazards Noted For Winter Recreationists

"I am but mad north by north-west. When the wind is southerly I know a hawk from a handsaw." —Hamlet

February is not the month for southerly winds. With much of the country gripped by freezing temperatures, those facing the cold in person will do well to remember several important facts.

The Forest Service, and the U.S. Ski Association have published a booklet offering tips on protecting oneself against the hazards of winter recreation. The booklet, titled "Winter Recreation Safety Guide," provides information on the symptoms, prevention, and treatment of hypothermia, as well as information on dehydration, wind chill, frost-bite, hyperventilation, and altitude sickness. Also included: how to avoid snow avalanche areas, survival and treatment of avalanche victims, basic instructions on using maps and compasses, and information on the food and equipment needed before beginning an outing.

Did you know that hypothermia (subnormal temperature of the body) is the Number One killer of outdoor recreationists? Hypothermia is caused by exposure to cold, and is aggravated by wet, wind, and exhaustion. Cold kills in two distinct steps: (1) exposure and exhaustion, and (2) hypothermia.

Exposure to cold necessitates voluntarily exercising to stay warm and involuntary compensation of the body to maintain normal temperature in the vital organs. Both drain energy reserves and lead to exhaustion. When the energy reserves are depleted, cold reaches the brain, causing loss of judgment and reasoning power. Unless corrective measures are soon taken, control over mind and body is gradually lost. Stupor, collapse, and finally, death, follow.

Copies of the "Winter Recreation Safety Guide" (PA-1140) are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, for 90¢ a copy.

## Book Read 'Round The World

An ARS scientist (retired collaborator) has authored a book that is being read around the world. *S.E. McGregor*, agriculturist, Tuscon, Arizona, has at last counting received accolades from 12 countries, 25 states, and the District of Columbia on his "Insect Pollination of Cultivated Crop Plants," (AH 496), which came off press in July, 1976. Its 411 pages contain a wealth of information on 151 specific plants that benefit from insect pollination. It was published in both hard and soft cover. *Howard Sherman*, Western Region, edited the manuscript.

## Drunk Pigs Aid Research

Dr. Myron Tumbleson of the Sinclair Farm, a laboratory farm of the University of Missouri, is a researcher in charge of a group of alcoholic pigs. The pigs are of a special small-sized breed which reach a maximum weight of about 300 pounds, making them ideal experimental animals for the study of human afflictions.

Drunk or sober, pigs and people have a lot in common. Pigs have cardiovascular and respiratory systems similar to humans, and their nutritional needs are about the same. The eating habits of pigs and persons are said to be similar and both, unlike most other animals, are easily addicted to alcohol.

As subjects for research on alcoholism, pigs are superior to humans for researchers can take greater risks with pigs, and their food and alcohol intake can be more precisely measured and controlled.

The little pigs, known as the "tipsy pigmies" of the laboratory farm, have been drinking on the job for five years. Some now drink daily what would be the equivalent of a quart of 86 proof whiskey for a 155-pound person. The pigs prefer screwdrivers (alcohol and orange juice) 19 to 1 over alcohol and water, 19 to 5 over alcohol and Coke. Dr. Tumbleson says the pigs will continue as alcohol free-loaders as long as they enable researchers

to come up with new knowledge to help combat alcoholism.

When a pig turns to drink, it cuts his intake of feed because it is getting energy from alcohol.

"That disturbs its protein intake," says Dr. Tumbleson, "so we feed it a 32 percent protein ration (twice the concentration it normally consumes) and twice as many vitamins and minerals. That way, the alcoholic pig can eat half as much feed and still get all the nutrition it needs. We don't want the pig to be malnourished. We're interested in alcoholism, not malnutrition."

Some serious facts about alcoholism have been confirmed by the drinking pigs, among them:

—Alcoholics suffer from malnutrition because they cut their food intake to make room for the alcohol calories.

—A baby born to an alcoholic mother can suffer extreme withdrawal symptoms. Sometimes the baby dies because the physician learns too late that the mother is an alcoholic. When he knows about the condition in advance, he usually can save the baby by adding alcohol to its bottle. Breastfed babies may get sufficient alcohol from their mothers.

—Alcoholism can be fatal to a person who already has diabetes or a low bloodsugar problem.



*"Wanna know why I drink? So you can see what happens, that's why."*

We all choose what we wish to be;  
No one impels or compels us.  
We may delude ourselves that they do,  
But they do not.  
The same wind which blows a ship on the rocks  
Could blow it into a safe harbor.  
It is not the wind;  
It is the set of the sail.

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Glenn White, Acting Editor  
Mary McGowan, Editorial Assistant



## COMMENT

### White House Farmers

The American Presidency is rooted firmly in agriculture through the farm ties of 23 of our 39 Presidents. Jimmy Carter, our 39th President, is a highly successful peanut farmer from Georgia. He has, to be sure, other talents, but he grew up on a farm and came back to the family farm after graduating from the U.S. Naval Academy and a brief career as a submariner. In his autobiography, *Why Not The Best?*, he describes in some detail how farm life helped to shape his character.

The farm influence on Presidents was greater in the early years of the Nation when most Americans were raised on farms. The first farmer-President was George Washington, who was raised on a plantation in Virginia.

While Washington's fame rests on his accomplishments as a soldier and statesman, historians generally agree that his first love was his Mount Vernon plantation. Over the years, he made Mount Vernon a veritable agricultural experiment station. He kept records of different wheat varieties, became America's first mule breeder, and compiled America's first crop reports.

John Adams, the second President, was the son of a Puritan farmer. His son, John Quincy Adams, was the sixth President.

Thomas Jefferson, son of a Virginia planter, established a successful, innovative plantation at Monticello. A great spokesman for agrarian ideals, Jefferson was also an inventor of farm implements. He invented a side-hill plow and devised a moldboard that theoretically would turn the plowed earth. He improved other farm machines.

James Madison was a member of the clique of Virginia planters that dominated early American politics. The son of a planter, Madison maintained a plantation at Montpelier, Va.

Still another Virginia planter, James Monroe, operated the plantation, Ash Lawn, in Charlottesville, Va., near Monticello. His father was also a planter.

Andrew Jackson, son of a South Carolina frontier farmer, later established the plantation, The Hermitage, near Nashville, Tennessee.

Martin Van Buren's father was a truck farmer and innkeeper in Kinderhook, New York.

William Henry Harrison was the son of a Virginia planter. He also operated a plantation. His grandson, Benjamin Harrison, became the 23rd President.

James Knox Polk, the 11th President, was the offspring of a farmer in Duck River, Tennessee.

Zachary Taylor was the son of an Orange County, Virginia, farmer who moved to Kentucky when Taylor was a year old. Taylor became a planter.

Millard Fillmore was the son of a frontier farmer in Cayuga County, New York.

James Buchanan was the son of a merchant-farmer in Cove Gap, Pa.

Abraham Lincoln was born and raised on a frontier farm in Kentucky, and moved with his family to farms in Indiana and Illinois. As President, he strongly supported the agricultural reform of 1862, which resulted in the Homestead Act that opened great areas of farmland. He also supported legislation that created the Land Grant Colleges and established the U.S. Department of Agriculture.

Ulysses S. Grant was the eldest son of a Point Pleasant, Ohio, farmer.

James A. Garfield was the son of an Orange, Ohio, farmer.

Theodore Roosevelt operated ranches in the Dakota Territory.

Calvin Coolidge's dad had a farm in Plymouth Notch, Vermont.

Herbert Hoover, the first President born west of the Mississippi River, was the son of a West Branch, Iowa, farmer-blacksmith.

Harry S. Truman, the oldest son of a Lamar, Missouri, farmer and livestock dealer, grew up on a farm near Independence.

Lyndon Baines Johnson was born on a farm in Stonewall, Texas, and later operated a sprawling ranch.

Clearly, farm life has had a profound effect on a large majority of our Presidents and, even in this day of nuclear-powered submarines and space flight, it continues.

—Story by Vivian Whitehead, ERS.

### Don't You Believe It?

Every February 2nd the superstition is recalled that if a ground hog emerges from his hole and sees his shadow, six more weeks of winter weather will follow.

Inevitably, in *some* locations, *some* ground hog does see his shadow and the weather remains wintry for weeks—proving the superstition to be “true.”

There was a time when this method of weather prediction was not regarded as a joke. While many early farmers were known for progressive farming practices, such as manuring and crop rotation, tradition and superstition also guided agricultural methods for several centuries up to the middle of the 19th century.

Here is a sampling of such beliefs, some of which persist to this day:

When a farmer sold a good cow, he kept a bunch of her hair so that good luck wouldn't leave the farm with the cow.

Rain could be prevented at harvest time by saying the Lord's Prayer backward.

The moon controlled just about everything a farmer did. Apples were gathered on days of the full moon. Grain was sown in the waxing of the moon; wheat planted in its waning would certainly develop smut. Pole beans must be planted in the “up” sign or they would refuse to climb the poles.

Crops with edible parts below ground, like potatoes, were planted in the dark of the moon and crops with edible parts above ground, like corn, were planted in the light of the moon.

If hogs were slaughtered in the waxing of the moon, the pork would swell in the barrel. Newly purchased hogs were backed into their pens.

If a house or a barn was shingled when the horns of the moon pointed upward, the shingle butts would soon turn upward.

If a cock crowed at 10:00 p.m., it would rain before morning.

And then there was the best way to make vinegar with a real “kick.” During its preparation, the names of the three most sour-tempered women of the neighborhood were spoken into the bung-hole of the cider barrel.

### Poison Plant Research Saves Livestock

The ARS poisonous plant research laboratory in Logan, Utah (the only such lab in the world), provides information about poisonous plants to the State Extension Service, Forest Service, Soil Conservation Service, ranchers, livestockmen, and veterinarians. The purpose of the research is to prevent loss of animals who eat such plants, which cause chronic illness, abortions, birth defects, and, in some cases, death.

## PEOPLE



Richard C. Rothermel, *Forest Service Scientist on the staff of the Intermountain Forest and Range Experiment Station's Northern Forest Fire Laboratory, Missoula, Mt.*, displays the plaque received in recognition of his "outstanding service in fire management." The national award was presented to him in Portland, Oregon, at the 67th Forestry Conference sponsored by the Western Forestry and Conservation Association.

Rothermel is an authority on the prediction of fire behavior and is in demand as consultant with organizations implementing new concepts of fire management. The Rothermel Fire Spread Model currently is used in several national fire management programs.

### Simple Tales Well Told

Dean Haag, for 22 years an employee of the Soil Conservation Service, has joined the ranks of book authors with *Simple Country Tales of Bygone Days* (Dorrance and Company, Ardmore, Pa., 1976). Now retired and living in Tulsa, Haag reminisces about his life as a boy and young man on a small farm near Punxsutawney, Pennsylvania.

The family was the most important unit of this nearly vanished lifestyle, and family gatherings provide the author with some of his happiest memories. In a world of hickory-smoked bacon, raisin-filled spice cakes, and homemade bread and apple butter, a young boy could temporarily forget all the labor involved in butchering hogs, cutting wood for the cookstove, and stirring a huge kettleful of thick, bubbling apples and sugar all day. But difficult as this work was, it provided the farm family with tangible rewards—they enjoyed the results of their labors.

In a simple, easy-going style and with numerous pictures, the author offers twenty-four true stories of the "good old days"—and the good old values—among people who worked the small farms of rural America in the early part of this century.

## What SCS Does

The Soil Conservation Service gives technical assistance to individuals, groups, organizations, cities and towns, and county and state governments in reducing the waste of land and water resources and in putting these national assets to good use. SCS's technical staff analyzes problems and suggests safe uses and treatment of such resources. The technical staff includes soil conservationists, soil scientists, economists, engineers, agronomists, biologists, foresters, plant materials specialists, range conservationists, geologists, landscape architects, and resource planning specialists.

SCS was established by Congress in 1935 to plan and carry out a national program to conserve and develop soil and water resources. The Soil Conservation Service:

- develops and carries out a national soil and water conservation program through conservation districts;
- helps develop and carry out watershed protection and flood prevention projects in 11 major watersheds in cooperation with other agencies;
- helps develop and carry out watershed protection and flood prevention projects and river basin investigations in cooperation with other agencies;
- administers the Great Plains conservation program;
- helps local sponsors develop and carry out multicounty resource conservation and development projects;
- helps develop USDA's conservation costsharing programs;
- has primary responsibility for the national cooperative soil survey;
- heads the national land inventory and monitoring activity;
- makes and coordinates snow surveys for water supply forecasting in the West;

### SOIL CONSERVATION SERVICE

Administers programs to conserve soil and water resources through:

- Technical assistance to farmers, ranchers, and other landowners and operators in soil and water conservation districts
- Technical assistance to communities and local government in rural development, and erosion and sediment control
- Technical and financial assistance for watershed protection and flood prevention
- Long-term, technical, and financial assistance with land use adjustments and soil and water conservation practices on the Great Plains
- The National Cooperative Soil Survey

—appraises potential for outdoor recreation developments;

—helps establish income-producing recreation areas on privately owned land;

—gives technical assistance to land users participating in the conservation credit program of the Farmers Home Administration; and provides technical assistance to communities and units of government on land use planning and helps them in obtaining the needed technical data on land, water, and related resources.

SCS helps individual and groups mainly through conservation districts. These districts are organized under state law by local people. They are managed by an elected and unsalaried board made up of local citizens.

Each district is legally responsible under state law for soil and water conservation work within its boundaries (usually the same as those of a county), just as a county is responsible for roads or a school district for education. Districts operate under the guidance of a state commission, board, or committee, usually appointed by the Governor.

SCS provides professional conservationists to help plan and carry out a district's long-range conservation program. They are helping more than 2 million land users who are cooperators with the nearly 3,000 conservation districts throughout the Nation.

SCS experience and technical skills have helped advance resource conservation and development in other countries for many years. SCS trains about 400 conservation workers from developing countries each year. Many SCS employees, through the Agency for International Development, have taken foreign assignments to help the developing countries. SCS cooperates with AID and the Food and Agriculture Organization (FAO) of the United Nations in providing technical conservation assistance around the world.

- Snow survey and water supply forecasting in the Western States
- Resource conservation and development projects to increase economic opportunities through resource management





## What do you say to 45 Nude Bathers?

What do you say to 45 candle-carrying pleasure seekers when they are standing around your District's popular hot spring wearing nothing but moonlight?

This is the situation that faced *Steve Morton*, resource assistant on the Baker River Ranger District of the Mt. Baker-Snoqualmie National Forest. "I told them to put their clothes on and go home," he remembers.

The pool at Baker Hot Springs is contained by heavy wooden planks, has a constant 104 degree temperature and is crystal clear. The pool is about 12 feet square and about 4½ feet in depth. The only Forest Service improvements at the site are a quarter-mile-long trail, a toilet, table, fire ring, and a wooden bench. An estimated 12,000 persons bathe in the springs each year.

In the interest of fairness and multiple use management, the Baker River District has made several attempts to reach a compromise solution with a determined segment to the public that would prefer to bathe unencumbered by clothing.

Early attempts to enforce clothing requirements proved to be only marginally successful. In 1975, the District posted a sign at the pool that read: "The Forest Service desires that the quiet waters of Baker Hot Springs be available as they have for the past 60 years. Please observe the following courtesies. . ."

Among the courtesies—pack all garbage home, no overnight camping, leave facilities undamaged. Above all, "be courteous to all users—if nudity offends others, please clothe yourself while they are there. Bathe in peace."

"It was a real soft sell, and we had good results for a couple of months until the newness of the policy wore off," Morton said. "Then people started coming in and saying, 'We asked some people to get dressed and they told us where to go.'"

This led to a scrapping of the courtesy policy in mid-summer, 1976. Present policy requires "suitable bathing attire between the hours of 9 a.m. and 7 p.m." After these hours, attire is optional.

A semi-regular patrol and \$20 citations have enforced these daylight regulations. But the problem is far from solved, Morton admits. "The regulations are only as good as the amount of time that can be provided for enforcement."

—Condensed from an account by Information Specialist *Paul Hart* which appeared in the January 14 *Greensheet*, published by FS Region 6.



*Spring thaw ends a cold winter with drought in some areas, flood in others. Has the climate permanently gone askew? See page 3.*

## USDA Publications Update Food Composition Data

USDA has issued the first two sections in a series of publications that will update and expand a publication widely recognized as the "bible" of food composition. The first section is titled *Agriculture Handbook No. 8-1, "Composition of Foods—Dairy and Egg Products—Raw, Processed, and Prepared."* It presents nutrient data on 144 dairy and egg products. The second section, *Agriculture Handbook No. 8-2, "Composition of Foods—Spices and Herbs—Raw, Processed, and Prepared,"* deals with the nutrient data of 43 spices and herbs.

Copies of both handbooks may be obtained from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, at \$3.00 each.

## Graduate School Spring Schedule

Hundreds of daytime, evening, and correspondence courses are listed in USDA's Graduate School Spring Schedule of Classes. For your copy, see your training officer; stop in Room 1031, South Agriculture Building; or call 447-4419. Registration will be held March 21-26 in the USDA Patio, North Building, 14th and Independence Ave., S.W. Washington, D.C., 20250.

## Secretary Addresses "First" Opeda Forum

The response from Washington USDA employees to Secretary *Bob Bergland's* Opeda open forum held in Jefferson Auditorium, February 9, was warm from every point of view. His opening statement, "It's good to be home" set the tone for the hour. Bergland is optimistic about the Department, proud of its employees, impressed by their accomplishments. He would like to maintain an "open door" policy whereby, by appointment, any USDA employee may go into his office and talk with him.

After brief remarks, he accepted questions from the packed auditorium. The first was about the rumor *Walter Cronkite* reported that every job in the Department is to be audited. Secretary Bergland responded by saying that there would be no wholesale firing and no abolishing of agencies. The job audit will provide an inventory of talents so that those talents may be put to best use as well as suggestions for improved efficiency. In effect, the Department will be taking an inventory of its human resources.

One question of lesser importance was: Why don't the Minnesota Vikings ever win a Superbowl game?" Bergland's answer: "You'll not hear any football out of me until after July—then, watch out."

The Secretary asked the last question of the audience: "Would you like to have forums like this one on some sort of regular basis?" In reply he got a large round of applause and a standing ovation.

# The Washington Experience

USDA employees who move from rural areas and small towns to Washington, D.C. have interesting stories to tell. Most find life in the Nation's Capital not too hard to take. Others have reservations. Here's a sampling of views from eight transplanted Agricultural Stabilization and Conservation Service employees.

In most cases, promotion is the main reason for moving. Several said they had advanced as far as they could back home. *Jack Foust*, from Ohio, now Branch Chief in Grain, Oilseeds, and Cotton Division, said, "I was asked to move to Washington, and I believe that when ASCS offers you something, you're needed. You'd better go." *Carole Arnold*, who hails from Kentucky, got a promotion for moving, but would have moved without one. "I wanted to know how it was in D.C.," she said.

Most worried about the higher cost of living in Washington D.C. but found, as Jack did, that "the cost of living is comparable to that back home for everything except housing." *Joe Maestas*, from New Mexico, claims that, except for housing, the basics are cheaper. He finds clothing cheaper during fall clothing sales and good food values in the many competing supermarkets.

*Bill Klein*, who moved from Kansas City a year ago, says that in looking for a house he discovered "the closer a house is to the cultural center—the Smithsonian museums, the Kennedy Center, Olde Towne, Alexandria—the more costly it is. The same house in the suburbs costs less—but still more than in Kansas City."

Couples who worried about raising their children in Washington now feel their educational opportunities have improved. Most parents feel their children will get a broader education than they would have back home.

*Dave Winningham* found a house with the good yard he wanted for his two young children to play in. *Jerry Newcomb*, from Dickenson County, Kansas, says it took about 4 months for his children to adapt to a new neighborhood, but that they have now adjusted well.

Bill Klein, who chose to live 29 miles from his work, said, "Transportation is super." He walks three blocks and catches an express bus at 7:05 a.m. He naps and works while riding, arrives at 7:55, breakfasts in USDA's cafeteria, and reports on the job at 8:15.

Joe Maestas likes the Washington area but feels he will never get used to traffic

congestion. He minimizes commuting by living "close in"—12 miles, which is 25 minutes commuting time. Joe remarked that the high summer temperatures do not bother him, and he thinks the green of the trees, grass, and bushes throughout the summer offsets the high humidity.

Most of the transplanted employees found their social lives little changed—except, for most, relatives are farther away. Many mention enjoying Kennedy Center performances.

*Grant Buntrock*, from South Dakota, is amazed by the area's outdoor life. He has bagged a deer every year since 1968—and a wild turkey once—within 30 miles of his desk in USDA's South Building. Grant also likes to surf, and although the Pacific Ocean has better waves for surfing, he says, Atlantic waves are not bad.

Jack Foust feels that one problem a Washington newcomer often faces is like that of the high school football captain. He reports for his first day of college practice and finds that all his new teammates were high school football captains. Grant Buntrock put it this way: "You were a big fish in your county and state office; in Washington you find yourself a little fish."

Jerry Newcomb and Carole Arnold found that in Washington USDA offices they had to clear everything with many bosses—and sometimes with sister USDA agencies and other Federal departments. "It slows you down." They estimated it takes a full year to adjust to a Washington job.



From a USDA window Bill Klein has a view of the Washington Monument—and the heavy traffic build-up on 14th Street as the rush hour begins.

Grant Buntrock stressed communications skills and "doing your homework well" as two keys to success. He found the first year in Washington very difficult. "I was ready to get on a plane for South Dakota everyday that year," he said.

*Leo Choate* had some adjustments to make also, but he found his farming experience helped him. "I owned a small farm in a small county in a small state," Leo said, "I learned early that anything I do should be done well and promptly. That's the training my background gave me, and it worked fine in Washington."

Most of the 8 mentioned still consider themselves Ohioans, New Mexicans, or Kentuckians—especially those who still own farms. Twice a year Carole still drives back to Kentucky where she loads her car with country hams, honey, and spices to bring a little of Kentucky back to her apartment near Mount Vernon. A phrase of her mother's haunts her: "You can't return anywhere; nowhere is ever the same."

—Story submitted by

*John Ryan, ASCS, News and Views.*

## "Ms" Option A Must

The Civil Service Commission has announced that it is revising all of its personnel forms—including job applications forms—to make "Ms" available for those who prefer it.

The CSC has also instructed all Federal agencies under its jurisdiction to incorporate "Ms" in addition to "Miss," "Mrs.," and "Mr." on their internal personnel forms.

Federal employees have had the option to use "Ms" and/or their maiden names in payroll and personnel records since November 1975, provided the same name is used consistently on all such records.

## Leather That Can Take It

USDA scientists have come up with a new process for making leather that can withstand drycleaning. Called PolyRetan, the new process unites chemicals with leather at the molecular level instead of simply coating, mixing, or impregnating. This creates an essentially new leather fabric that resists drycleaning solvents. The new PolyRetan leather also boasts improved strength and stretchability and is resistant to mildew.

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Glenn White, Acting Editor  
Mary McGowan, Editorial Assistant



## COMMENT

# The Weather -- Bad News From Now On?

The "How and Why of Climate Change" was the subject of a seminar at the Beltsville, Maryland, Agricultural Research Center on February 3. If the guest speaker, Professor *Reid Bryson*, Director of the Institute for Environmental Studies at the University of Wisconsin, proves to be correct in his theory of long-range weather prediction, the occasion might well be noted as historic in the annals of science.

The weather for the month of February will have been experienced before most readers can read this comment. Prof. Bryson said February would be cold but not quite as cold as January, that it would be dry in the cornbelt, that most winter wheat would want for rain, and that some rain would fall in Northern California, which up to the date of this writing has had little for two years. Now we know what February weather was. How correct was Prof. Bryson?

March, he predicted, will be "mildly dry." He foresees some rain on the cornbelt in April, but May and June will be extremely dry, with a dry high pressure area over most of the cornbelt. In short, a disastrously dry summer!

Western Europe, Prof. Bryson predicts, will have a cold, wet summer. India will have a good wheat crop; the Soviet Union, Canada, and the United States will not.

An important factor in the Bryson theory of climatic change is the transparency of the atmosphere. The presence of large amounts of particulate can impede the sun's rays and affect both temperature and rainfall. The enlarging black umbrellas over large areas of the western hemisphere is formed by two main substances: volcanic ash and unburned particles of fossil fuels—petroleum and coal. The first—volcanic eruption—is unpredictable and uncontrollable. The second—pollution of the earth's atmosphere by humankind's use of fossil fuels—is predictable. For some years to come, possibly for decades, it will get worse because the earth's population will increase and no wide-scale substitute for the use of fossil fuels is in sight.

Fast changes in climate have occurred in the past, and the changes have lasted a long time. From an analysis of fossilized plants from such locations as the Kirschner Marsh in northern Minnesota it is possible to tell almost precisely what the rainfall and temperature has been in

that region for 13,500 years. Periods of known excessive volcanic action are matched by periods of dryness. Research in this and other locations has produced broad, accurately measurable pictures of the earth's climate.

Drawing upon this resource, Bryson had constructed a formula which takes into global account temperature, rainfall, and the effect of masses of particles impeding the sun's rays. He uses this formula in conjunction with the measurements of

"I am going to do all I can to get the Department of Agriculture involved in the business of trying to make better use of weather data—provide weather information in a way that can be understood by all concerned. I am more interested in weather and the impact it has on crops than I am in the market signals as they affect the supply of crops."

—Secretary *Bob Bergland* at his first Press Conference.

the earth's "wobbling." (The figurative north pole does not stay in one place but moves about as the earth turns. Accurate measurements of the earth's "wobble" are essential for missile control and space flight and are regarded as among the most accurate in science.)

Before making his astounding predictions at the ARS seminar, Prof. Bryson emphasized that his calculations have not been completely tested and that his specific predictions are surrounded by many "ifs." But he clearly believes and convincingly expresses his belief that he has found a way to predict the probable effect of demonstrable climatic change on particular areas of the earth's surface at given times in the earth's "wobble."

He does not believe the climate is changing for the better. He suggests that the best basis for anticipating world climate for the next five years is through an examination of the record of the past five years, and that, he says, for the purpose of food production, has not been good. As he sees it, the trend, though not without its ups and downs, is bad, and it is measurable.

"I don't want to be a doomsdayer," he concluded. "I hope I am wrong. I would rather be discredited as a scientist than be right in this instance. I am saying that from the evidence on hand a prudent man cannot reasonably assume that everything will be all right."

## Save That Sick Leave

Most of us couldn't afford to buy sickness and accident insurance that would pay our full salaries for a year and a half at, say, age 50.

But that's exactly what sick leave can do if we conserve it for use in a real emergency. Earned at the rate of 13 days a year, sick leave mounts up for those fortunate enough not to have to use it in the meantime as follows: 10 years—130 days; 15 years—195 days; 20 years—260 days; 25 years—325 days; and 30 years—390 days.

Unfortunately, extended illness is more likely to strike the older we get, often without warning. Used conservatively, sick leave "insurance" provides benefits you otherwise might not have. At the least, it can soften the financial blow of an extended stay at home and relieve worries that could impede recovery.

Another advantage — accumulated sick leave at retirement gives you extra credits to add to your annuity.

## Good Duty in Old Pompeii

*Frederick G. Meyer*, research botanist at the National Arboretum, has identified more than 70 kinds of plants depicted in wall paintings, mosaics, and sculpture in the ancient towns of Pompeii and Herculaneum. These towns were buried in 79 A.D. under nearly 30 feet of volcanic ash by the eruption of Mt. Vesuvius.

Excavations have revealed much about the life and customs of the ancient inhabitants. Many were gardeners and garden-lovers. Pompeii had more than 600 gardens, many of them small. To make the small gardens appear larger, garden walls were decorated with paintings of plants and birds.

During his visit to Pompeii last summer, Meyer identified paintings of such plants as grape vines, myrtle, oleander, laurel, Madonna lilies, roses, and ferns. He also spotted date, fig, apple, lemon, and plum trees. The excavation of some gardens unearthed carbonized plant materials that were easily identifiable. Among these were wheat, barley, chick peas, lentils, olives, onions, chestnuts, and walnuts.

The evidence is that the gardens of Pompeii before 79 A.D. were not unlike modern gardens in similar climate.



## PEOPLE

### Conservation with an Artist's Touch

*Dorothea Paul* has put conservation practices on her land for a quarter of a century. Now she is putting them on canvas.

Her paintings have been on the covers of some of the nation's leading farm magazines, in USDA's Yearbook of Agriculture, in seed catalogs, in national exhibits, and even in her soil and water conservation district office in Olivia, Minnesota.

"I want pictorially to make a history of farming," she explained. "Most of my paintings are of old-time scenes with horse-drawn equipment. I ask my neighbors about the old days and go through old parts books from implement manufacturers."

"I also want to show what it is like, what it feels like, to be on a farm and live in a rural area."

Mrs. Paul knows what it is like, for she has known farming nearly all her life. At the age of 10, she was planting corn with real horse power on her father's farm.

Today, she farms 320 acres of prime agricultural land in southern Minnesota near Morton. She grows peas and corn for nearby canneries as well as soybeans, oats, and wheat. She does all the work herself with the exception of harvesting. She and her husband George, who works for the state highway department, have three grown children.

Mrs. Paul got into painting about 11 years ago when she switched to crops after raising cattle.

"I had some spare time and I was looking for something different to do," she said. Her only training in art was a design course she had taken as a student

at the University of Minnesota. She began taking art courses at home and has since studied in Nebraska and Texas. "I really got my start when the Minnesota Farmer used two of my paintings in 1972, one on the cover and one inside."

Since then, she's found her "something-different-to-do" hobby has taken her around the country, including Hawaii, to paint and to exhibit. She has painted farm scenes for people and companies in 48 states and 7 foreign countries.

She frequently paints on a theme she knows well: Conservation. A long-time cooperater with the Renville Soil and Water Conservation District, she was the first woman in the state—in 1964—to be selected as an outstanding conservation farmer by the Minnesota Tribune.

The conservation practices she has carried out on her farm include terracing, contour stripcropping, drainage systems, conservation cropping systems, and the planting of 1,700 trees.

"These practices have really paid off over the years," she said. "The contours and terraces really saved my field 4 years ago when we had 12½ inches of rain in 7 hours."

More recently, her farmstead windbreak "really kept the snow out of my yard. I'm now planning a windbreak strip around the edge of the farm to control wind erosion."

Once a year, she flies with a neighbor in his crop sprayer to take photographs of farms for layouts in her paintings. That is when she sees conservation from yet another perspective.

"You've never seen anything prettier from the air than contour stripcropping. It's just beautiful—to look at, to paint, and, of course, to protect your soil," she said.

by D. G. Bidinger

### Correction

We were chagrined to read in the 'USDA' of January 5 that the Subtropical Horticultural Research Station near Miami, "is not open to the public, but bona fide employees of USDA are occasionally welcomed as guests." To the contrary, we are glad to show all visitors our station and explain our research.

The Council of Garden Club Presidents of Dade County cooperated with our staff in establishing, in 1975, a Visitor's Center at our Station which is manned by volunteers. The volunteers take courses to familiarize themselves with the history of the station and to learn the scientific names of the plants.

Our staff scientists also conduct seminars and escort students of tropical botany from all parts of the country through the station plantings. On occasion we have scientists from foreign research centers visit our station to observe and inquire about our research.

—A. K. Burditt, Jr., Location Leader, Subtropical Horticultural Research Unit, Miami, Florida.

I appreciated very much your article on the Miami Station. However, we USDA-ARS employees in Puerto Rico take exception to your concluding paragraph—that it is the best place on earth to work. We think Miami weather is terrible and that we live closer to heaven.

—Franklin W. Martin, Horticulturist and Location Leader, Mayaguez, Puerto Rico.

Okay. About heaven in Mayaguez, more later. —Ed.



The Forest Service Lands Staff office in USDA-leased quarters of the D.C. suburbs, was the scene of a fire in early February. There was some property damage but no injuries, and the fire was confined to one room. A well-stuffed Smokey Bear in an office nearby was brought in to dramatize the need for office fire prevention. This is clearly no joke. A smoldering cigarette in a waste basket can take lives as well as property.



This scene from the past—a horse-drawn schoolbus—by Mrs. Paul has been on the cover of *The Farmer* magazine and in the 1975

Yearbook of Agriculture. (Courtesy of The Farmer, The Webb Company, St. Paul, Minnesota.)



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Employee Newsletter  
of the U.S. Department  
of Agriculture

# 'USDA'

Volume 36  
Number 6  
March 16, 1977

## Scientists Study Porous Asphalt

USDA scientists are testing a porous asphalt that lets rainfall percolate through the paving. Using porous asphalt to cover large areas such as parking lots may help replenish underground water supplies while eliminating runoff that causes erosion and increases flood danger.

"We know of several installations using porous asphalt and have reports that it works," says *James B. Urban*, geologist at the Agricultural Research Service Northeast Watershed Research Center, University Park, Pa. "However, there is no research documentation of the effects of porous asphalt on hydrology. That's the purpose of our research—to develop the theory, collect basic hydrologic data, and check the effects of the porous asphalt on storm runoff, groundwater recharge, and water quality."

Information from laboratory samples indicated that water percolated through porous asphalt at the rate of 60-70 inches per hour—far in excess of the heaviest rainfalls.

## The Outlook For Food Prices

The Florida freeze, the coffee flap, and continued dry weather in the West have once again focused attention on retail food prices. The freeze damage to winter crops may tilt prices upward a little more than had been expected. However, record supplies of livestock products will limit price rises at least through midyear. Food prices will likely continue to rise later in the year if the economy picks up as expected and cattle slaughter begins to tail off, reflecting declining livestock numbers. For the whole of 1977, food prices may average about 3 or 4 percent above the average for 1976.

Prices of food in grocery stores closed out 1976 a little below a year earlier. For all of 1976, prices of food used at home averaged only 2 percent above 1975, the smallest year-to-year rise in almost 10 years. Rising wage rates and other nonfood costs pushed up prices of food consumed away from home almost 7 percent from 1975. As a result, the all-food price index in 1976 averaged around 3 percent higher than the previous year.

One person's loss is another person's umbrella.

## COMMENT

### Corn

Occasionally, someone suggests redesigning the seal of the U.S. Department of Agriculture, to modernize it and "bring it up to date." That's one bit of government reorganization no one expects ever to happen.

The USDA seal depicts just two things—a plow and a shock of corn. At the base is a scroll bearing the legend: *Agriculture Is the Foundation of Manufacture and Commerce*. As a symbol of agriculture in the United States, that says it well.

True, the plow is old-fashioned—one of those a man got behind and steered with his muscles to turn a straight furrow. In one way or another, a farmer still has to do some of that kind of physical work.

As a symbol, a shock of corn was accurate testimony to the importance of that basic crop when the seal was designed by A.H. Baldwin in 1894. Corn is still a suitable symbol for agriculture today, following a 6.2 billion bushel crop last year. Corn is a basic food for livestock and for humans. The livestock, dairy and poultry industries would not amount to much without corn—and our diets wouldn't amount to much either. In view of the fantastic variety of corn-derived products that continue to emerge, corn as a symbol for agriculture is as modern as tomorrow.

Corn goes into salad and cooking oils and margarine—everyday commodities in nearly everybody's kitchen. Corn starches are basic ingredients in many food products ranging from baby food to desserts. Corn is essential in the manufacture of many plastics—and, of course, in the production of well-known forms of alcohol.

Last year's corn crop put 29 bushels of corn behind the food and nonfood supplies of every person in the United States. That is being transformed into pork chops, bacon, beefsteak, lamb, milk, butter, cheese, poultry, and eggs—not to mention candies, cookies, cakes, and soft drinks.



There must be a limit to the utilization of corn, but scientists haven't found it yet. Nor have they found a way to make people sufficiently aware of its seemingly endless uses in daily life, much less its fascinating special uses. For example, the life-giving dextrose that drops into the vein of a sick person is a derivative of corn starch. The patient is being fed corn sugar, identical to the sugar in human blood.

We are many times blessed in this country—with farmers who produce bountiful supplies of corn, and with researchers, refiners and processors who make the vast variety of corn-derived products available to consumers at prices that make them incidental to our way of life. Corn is one of the pillars of our affluence as a nation and a heavy underwriter of our agricultural export program.

Howard T. Walden, in his perceptive little book, *Native Inheritance*, sums it up:

*The roles of corn and its products are quiet ones, performed behind the scenes and unballooned. They make few headlines, but without them quite a few headlines would never be written. Someone has observed that, since a corn product is in baby food and another one is in embalming fluid, corn serves mankind from the cradle to the grave. Between these extremes, however, in the manifold routines of daily life, corn's service to mankind is constant. Most of us are in perpetual contact with corn, or never more than a few inches away from it. Unless he is swimming naked in the ocean, man can never be far from corn.*

## Study Reveals Education Levels Of White Collar Civil Servants

Results of a recent Civil Service Commission study shows that of the 1.16 million General Schedule "white collar" employees:

- 30 percent have bachelor's degrees or advanced study beyond the bachelor's;
- 25 percent attended college but did not attain a bachelor's degree;
- 13 percent have technical training beyond high school but no college;
- 32 percent have no education or training beyond high school.

Fifty-three percent of General Schedule employees in grades GS-9 through 18 have at least a bachelor's degree, and thirty-two percent have some graduate study. Persons in these grades currently earn \$14,097 to \$54,410.

Sixty percent of the employees in the study were men. Following are percentages of men and women in each of the four education categories:

- Bachelor's degree or advanced study—43 percent of the men; 11 percent of the women.
- College, less than bachelor's degree—24 percent of the men; 26 percent of the women.
- Technical training—9 percent of the men; 19 percent of the women.
- No education beyond high school—24 percent of the men; 44 percent of the women.

Of the men in grades GS-14 through 18, 79 percent are college graduates and 60 percent have graduate study. The corresponding percentages for women in these grades is 78 percent and 67 percent.

Comparisons for members of minority and non-minority groups in the study showed:

- Bachelor's degree or advanced study—Black, 13 percent; Spanish surnamed, 16 percent; American Indian, 13 percent; Oriental, 42 percent; non-minority, 33 percent.
- College, less than bachelor's degree—Black, 29 percent; Spanish surnamed, 30 percent; American Indian, 26 percent; Oriental, 28 percent; non-minority, 24 percent.
- Technical training—Black, 17 percent; Spanish surnamed, 12 percent; American Indian, 23 percent; Oriental, 11 percent; non-minority, 13 percent.
- No education beyond high school—Black, 41 percent, Spanish surnamed, 42 percent; American Indian, 38 percent; Oriental, 19 percent; non-minority, 30 percent.

## Zero-Based Budgeting

"Zero-based budgeting means that we'll have an opportunity to examine all that has gone on in the past to see whether there are some things you can be doing, should be doing, and want to be doing, which for some reason you've not been permitted to do.

"It will not mean wholesale firings. It does mean, however, that we're going to examine every mission of the Department to see whether your talents might be more efficiently used in some other mission. We are going to be asking you to ask yourself, "Is this job really necessary? Am I wasting my time?"

"Zero-based budgeting requires a carefully organized inventory of our USDA talents. Some people will be promoted; and some will, naturally, retire.

"The zero-based budgeting process will begin in April with a survey that will enable every person to say what he or she thinks about his or her job. I suspect there may be some here today that aren't as busy as they'd like to be or whose skills haven't been used to the fullest. We want to take an inventory of those skills so that everybody will find productive, useful work. I'm sure that you will find this a more exciting place to work as a consequence of this new and stimulating challenge."



## Rural Leaders School Scheduled

USDA will hold its tenth National Rural Development Leaders School in Pocono Manor, Pa., April 24-30 for some 120 participants from 14 northeastern states.

Sponsored by the Rural Development Service, the school is designed to teach rural leaders how to solve community problems and improve living conditions. RDS presents these sessions at different locations nationwide. The rural leaders get an overall view of community improvement programs through lectures by specialists and have an opportunity to discuss their own efforts with representatives of government and private rural development organizations at the school's resources fair.

For information, write Rural Development Service, U.S. Department of Agriculture, Washington, D.C., 20250 or phone (202) 447-2573.

## Lottery Proposed For New Livestock Import Center

Officials of USDA's Animal and Plant Health Inspection Service have proposed a lottery to select importers permitted to bring cattle into the United States through a new animal import center to be built at Fleming Key, Florida.

This high security, offshore facility—located on a portion of the Key West Naval Base—is designed for safely importing cattle from countries where serious foreign livestock diseases, such as foot-and-mouth disease (FMD) or rinderpest, are known to exist.

Under the proposal, a 90-day public notice would be given before public drawings, which are to be held six months before the cattle are imported. At the drawing, an APHIS official will select, by

lot, up to 400 importers who will be allocated space. If 400 applications are not received before the drawing, each applicant will be granted a permit for one animal and a second drawing will be made until all 400 spaces are assigned.

Before importation, the cattle will undergo pre-export screening in the nations of origin. Isolation and repeated testing will be conducted at a pre-embarkation facility before shipment. After arrival at Fleming Key, they will be isolated for an additional five months and tested for the presence of various diseases, including FMD and rinderpest.

Cattlemen have long sought a safe import procedure through this type of facility in order to improve breeding stock in this country. Neither FMD or rinderpest is a threat to human health, but they severely affect livestock production wherever they occur.

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USDA Vol. 36, No. 6, March 16, 1977  
Glenn White, Acting Editor  
Mary McGowan, Editorial Assistant

This is the last issue of 'USDA' for Editor Glenn White and Assistant Mary McGowan. Their temporary editorship has been satisfying and great fun for them, and they wish similar good luck to the new editor, Milt Sloane, and Assistant Cindy Ryan.



## Heaven in Puerto Rico

High on the list of contenders for the best duty with the USDA, especially during the midwinter months, is the Agricultural Research Service's experiment station in Mayaguez, Puerto Rico. The USDA employees there recently challenged the nomination of the Subtropical Horticultural Research Unit in Miami, Florida, for that honor. "The weather in Miami is terrible," they said. "We are much nearer to heaven in Mayaguez."

Puerto Rico is rugged and hilly. Nearly half of the island lies 500 feet or more above sea level—about 20 percent between 500 and 1,000 feet and about 25 percent more than 1,000 feet. The island is divided into three main geographical regions: the mountainous interior, the northern plateau, and the coastal plains.

The island's varied rainfall is the direct result of its topography. The east-west mountains form a barrier to the dominant east-to-northeasterly winds, giving the north an abundance of rain. On rising over the mountain range, Cordillera Central, the warm humid air masses cool and lose much of their moisture, so that rain on the southern coast is scarce and a dry climate predominates. The rugged and irregular topography accounts for the nearly 1,300 streams.

Puerto Rico enjoys a pleasant tropical climate greatly influenced by the sea and the warm North Equatorial Current. Moisture-laden winds from the east and northeast bring on the frequent rainy periods of winter. Temperatures in Puerto Rico very seldom fall below 60° F (16° C). Extreme temperatures are rare, with the highest recorded average 89° F (32° C) and the lowest 66° F (19° C).

The USDA's Mayaguez Institute of Tropical Agriculture (MITA) is located in the western extreme of Puerto Rico. It has an office and well-equipped laboratory building, greenhouses, seed processing and storage facilities, shops and other specialized buildings scattered about 180 acres of land. Forty acres are suitable for intensive agriculture. The Institute also operates an experimental farm at Isabela, Puerto Rico, about 40 minutes drive from Mayaguez.

The Mayaguez group invites other USDA workers to come and experience Puerto Rico for themselves. They even provide facilities for qualified scientists who want to be close to heaven on sabbatical leaves. (The key word there is "qualified" and those who are had better make their reservations early.)



*Hello MITA? I'd like to make a reservation. . .*

MITA deals with agricultural problems related to U.S. needs in the temperate zone and in the tropics. Because of its unique location it is often possible at MITA to accomplish a task for U.S. agriculture that could not be accomplished economically in the continental United States. Three such projects are: winter nurseries (cotton, corn, millet, soybeans, sorghums, peanuts); testing wheats and oats for rust resistances; and conversion of tropical sorghums to temperate types.

### Info Source For Freighter Travel

All you ever wanted to know about freighter travel can be had from TravLtips, the Freighter Travel Association's bimonthly publication. It contains articles written by members describing actual voyages they took, including a description of the ship and accommodations, the cost, the food, ports visited, sightseeing and shopping trips. All stories include current schedules, fares, and space availability. Each article gives other members the kind of information they need so they can choose trips which interest them.

Freighter fares are based on an estimated schedule, but the actual length of a freighter voyage is unpredictable because cargo determines the time in each port and consequently the length of the voyage. Some voyages run shorter than estimated; but most run longer, and prospective passengers should have a loose time schedule in order to take advantage of extra time aboard ship, which is free. It is not unusual for a trip scheduled for about 50 days to take 60 days or longer, in which case the extra ten days are free.

For more information, write TravLtips, 163-09 Depot Road, Flushing, New York 11358. □

## PEOPLE

### Dark Monday

The Monday of the tragedy started out like any other Monday at the Empire Kosher Poultry Company. Employees stood at their respective work stations along the eviscerating line, yawning. I am a USDA food inspector, and I had nothing on my mind except coffee break. Suddenly the chickens stopped coming down the eviscerating line.

After a 15-minute wait, the foreman reported that the second shift of rabbis had not arrived from New York. Since kosher chickens must be killed by rabbis, the plant could not operate. I returned to the USDA office to await their arrival. It was a welcome break on Monday morning.

At 9:30, the plant manager gave us the sad news that five of the six rabbis, en route from New York to the plant in Lancaster, Pa., had been killed when their car hit an icy spot, crossed the median strip, and plowed head-on into a truck.

A feeling of disbelief hit me—the type of feeling that comes when tragedy strikes close to home. Everyone employed at the plant talked about the accident and the rabbis, about the families they had left behind, and the type of men they were. Working with them every day as we did, we had come to know them quite well.

Processing kosher chickens is a precise Hebrew ritual strictly governed by Biblical law. The ritual begins with the slaughter, performed by specially trained rabbis, or Shochtim, as they are called. Using specially prepared knives which they make themselves, they slit the throats of each individual chicken.

Before the ritual slaughter, the Shochtim recites a prayer: "Blessed are Thou O Lord who had commanded us concerning the ritual of slaughter."

In the eviscerating room several rabbis inspect the chickens for any abnormalities, such as bruises or intestinal tumors. If the birds do not pass the rabbinical criteria, they are considered "trafe"—unfit for consumption by followers of the Orthodox branch of Judaism.

Chickens which pass inspection are salted and soaked in kosher coarse salt. The salting is overseen by a rabbi who makes sure each bird is thoroughly salted and soaked for the correct period of time.

—Continued on page 4

This special processing makes a kosher chicken expensive, usually selling for two to three times the price of regularly processed chickens. The rabbis who perform the ritual spend their weekdays away from their families, returning home before sundown on Friday to prepare for the observance of the Sabbath.

For months after the tragic accident, the small kosher plant in Lancaster County operated under a cloud of sorrow. Other rabbis now serve there, and they have placed religious symbols over the doorways. But the death of the five rabbis will not soon be forgotten by employees of all faiths. We still often talk about that dark Monday as we go about our work.

—Story by Jack Kauffman, APHIS  
Meat and Poultry Inspector,  
Lancaster, Pa.

### Missouri Honors Hal Taylor

Deputy Director of the USDA Office of Communications *Hal Taylor* received an Alumni Citation of Merit Award from the University of Missouri-Columbia during the UMC College of Agriculture annual AG Day barbeque February 2. The Award is given for professional attainment by agriculture alumni.

### Joins Agricultural Marketing Service



*Sara Beck has joined the Agricultural Marketing Service as the Livestock Division's consumer meat specialist. She fills the position formerly held by Sandra Brookover. Miss Beck will travel throughout the United States conducting discussions and demonstrations on buying meat by cut and by USDA grade, making television appearances, and participating in radio and newspaper interviews.*

### All In A Day's Work

USDA employee *Ed W. Palmer* pulled a 74-year-old man from a flaming car in downtown Savannah, Georgia, Tuesday morning, February 1. After determining the man was not injured, Palmer left without giving his name to the police or firemen who were then on the scene.

A TV news show ran the story and pictures of the incident. Since he had not given his name, Palmer was identified as a "Good Samaritan." The newscaster interviewed a fireman who said, "The Good Samaritan definitely saved the man's life."

Palmer had mentioned the incident to a co-worker at the Stored-Product Insects Research and Development Laboratory in Savannah. He phoned the television station and reported Palmer's role in the incident. Palmer's identity was revealed in a follow-up newscast.



"Good Samaritan" Ed W. Palmer.

### Making Your Time Count

"Time is an economic resource, highly perishable. It cannot be reduced, recovered or replaced. It cannot be reversed—it flows only one way. Time is expensive and precious—and is becoming more so."

That's how *Lloyd Westbrook*, Arkansas State 4-H Leader, began a Washington, D.C., Extension Service staff meeting on "Management of Time and Work." He has conducted training sessions on the topic in 13 states.

"To improve, each person needs to realize that time management is necessary," Westbrook stated. "The key is self-discipline. Before you can master time, you must master yourself."

Westbrook named a dozen time-wasters. Among the worst are office visitors, phones, and meetings. To cure wasteful meetings, prepare an agenda and stick to it, he urged.

For self-organization, he recommended writing down the six most important jobs you have to do and numbering them in order of priority. Complete task #1 before starting #2. Follow this system every day, Westbrook advised.

"Most people have highest energy from 10 to 11 a.m. and from 2:30 to 3:30 p.m.,"

he added. "So pour your energy during those hours into your highest priority duties. Above all, don't be a paper shuffler."

### Largest in Twenty Years

Acreage of principal crops planted or grown in the U.S. during 1976 totaled 338 million acres, 1 percent more than in 1975 and the largest acreage in two decades, according to the USDA crop production summary.

### Forest Service Uses Volunteers

The Congress has created special legislation to enable interested citizens to assist in the work of the Forest Service. Anyone may apply to be a National Forest Volunteer, and there is an activity available for almost everyone.

There are no age restrictions (although people younger than 18 need written consent from a parent or guardian). Volunteers may give of themselves full time or only a few hours or days each week. A volunteer may also give "one time" service. Students may volunteer for work in many different parts of the country to earn college credits, based on agreements between their colleges and the Forest Service.

The volunteer may be working with National Forest staff specialists in resource protection and management, cooperative forestry, or research. He may be working at a visitor information center conducting interpretive natural history walks and auto tours or appearing in campfire historical presentations. The volunteer may work behind the scenes by writing or editing interpretive stories in the library. Or he may assist in forest fire protection activities. The volunteer may be involved with helping to carry out one of the many Forest Service youth programs.

There is no financial compensation. But the satisfaction and enjoyment of contributing to a renewed forest, a pleasing outdoor experience for others, or to the development of our youth is a reward often cherished.

For information and to make application, get in touch with any Forest Service office or write the nearest Forest Service Regional Office.

### Epilogue

All growth depends upon activity. There is no development physically or intellectually without effort, and effort means work. Work is not a curse; it is the prerogative of intelligence, the only means to manhood, and the measure of civilization.

—Calvin Coolidge



Reserve

Ag 844

Employee Newsletter  
of the U.S. Department  
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# 'USDA'

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Number 7  
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## WHITE APPOINTED DEPUTY SECRETARY

*John C. White*, former Texas commissioner of agriculture, has been named USDA Deputy Secretary.

The son of a sharecropper, White, 52, headed President Kennedy's task force during the so-called "chicken war" with the European community in 1963. He later served as a special trade representative to Greece, Vietnam, and Yugoslavia for President Johnson.

White was born at Newport, Texas, on a cotton and grain farm which his parents operated on a share basis. In the 1930's his father bought the farm with a Federal Government loan.

White graduated from Texas Tech University in 1946 with a Bachelor of Science degree in agriculture. He then taught at Midwestern University, Wichita Falls, Texas. He resigned in 1950 to run for the state agriculture commissioner's post. He was elected in 1951 and re-elected 13 times. White currently operates a small cattle farm in central Texas.

He has received the Order of Merit from the Republic of France for promoting trade with the United States and the Federal Land Bank Medal for his contributions to agriculture.



*Deputy Secretary White at Senate confirmation hearing.*

## New Use For Old Sediment

Can sediment dredged from rivers and lakes boost crop production? That's what scientists with USDA's Agricultural Research Service and the University of Minnesota expect to find out. Under a 30-month project funded by the U.S. Army Corps of Engineers, researchers will work with samples taken from 10 dredging sites in the East and Midwest.



## KING TUT HIT SHOW GOES ON THE ROAD

In addition to being the center of government and the headquarters for USDA, Washington, D.C., is an incomparable collection of cultural and scientific displays.

Recently it featured the popular "Treasures of Tutankhamun," on loan to the United States from the Arab Republic of Egypt. The exhibit recalls the exciting discovery of King Tut's treasures in 1922, and set near record-breaking attendance figures during its four-month Washington run. The display at the National Gallery of Art ended March 15.

Although the National Gallery is a neighbor of USDA, no USDA employee was able to glimpse the exhibit during the lunch hour.

Lines formed as early as 4 a.m., and many visitors waited up to seven hours to see the treasures. Some said they would do it again, too.

Included among the 55 gold, alabaster, and jeweled objects in the exhibit are 18 pieces never before seen outside of Egypt, including the solid gold funeral mask of the pharaoh, the wooden gilt statuette of the goddess Selket, the gilded figure of Tutankhamun as harpooner, a gilded shrine, and jewelry and furniture.

The exhibition opens in Chicago on April 15 at the Field Museum of Natural History where it will continue until August 15. USDA employees in that region may want to get in line early.

After Chicago, the exhibit will be displayed in the following places:

*Archaeologist Howard Carter (above, left) who discovered King Tut's tomb, had to open a stone coffin and three smaller coffins—one within the other—before reaching the one containing the mummy. Carter sifted through 200,000 tons of sand searching for artifacts of the pharaoh. The solid gold portrait mask (below) that he found covering the head is one of the most spectacular objects of the exhibit.*  
Photos by Harry Burton and Lee Boltin.



New Orleans Museum of Art,  
September 15, 1977 - January 15, 1978.

Los Angeles County Museum of Art, February 15 - June 15, 1978.

Seattle Art Museum, July 15 - November 15, 1978.

Metropolitan Museum of Art, New York City, New York, December 15, 1978 - April 15, 1979.



## School's Never Out For Bea Judkins

Now it can be told. A USDA employee has been living a double life. Beatrice Judkins, recently retired from Extension Service, has lived many years in her Washington, D.C., apartment. During that time she has also lived another life in a 100-year-old schoolhouse she owns in Madison, New Hampshire (population 1,100).

Bea has been working on the tiny schoolhouse ever since she bought it. "When I bought it in 1955, it had electricity but no running water. For ten years I carried water from a neighbor's well."

With the help of people like Fred Frost, a local carpenter, she added a new chimney to the schoolhouse. Then a Franklin stove, a modernized L-shaped kitchen, awning-type windows, a well, knotty pine walls, and a porch with a picture window she named the "Fred Frost Garden Room" in 1973.

Has the schoolhouse become just another summer cottage? Not quite. "I haven't added any rooms and I've maintained the original lines of the one-room schoolhouse," says Bea. "You can see marks on the living room floor where school desks were fastened. People who went to school there have come and pointed out to me where their desks were many years ago."

Her schoolhouse home is more than just housing for Bea. "Through the years, it's given me a feeling of security and roots. I've found new interests in home renovation, gardening, and food preservation. I enjoy each new task and, as I'm doing it, I think about the next."

There's another value to leading a double life. "You don't have to live your job," Bea says. "By having an interest in the schoolhouse, I've learned to relax and enjoy life. Now that I'm retired, I don't have to adjust. Because of my schoolhouse, my friends and neighbors in New Hampshire, and my continuing interests there, I just have more freedom to do what I really want to do."

Is the double life over? Will Bea return to New Hampshire for good? The answer is no. "The snow in New Hampshire is a little much even for me—a native daughter. My schoolhouse isn't winterized enough," says Bea. For now she's keeping her Washington apartment, but counting the days until she can go back to her schoolhouse, plant her garden, visit with the neighbors, enjoy her view of the beautiful White Mountains, watch the birds, and just generally drink in the peace and quiet.



*When the flag goes up at Bea's schoolhouse home, that means neighbors are welcome to call. And they do!*

## FS Helps Coyote TV

Life used to be pretty dull in Coyote, New Mexico, during the winter months. The 38 families who live in Coyote, hedged in by mountains, could get only one channel on their TV sets and the picture was fuzzy.

Then *Bob Partido* had an idea. Bob is District Ranger working with the Forest Service on the Santa Fe National Forest.

High atop Mesa Alta not far from Coyote, the Forest Service maintains an electronics site. Bob proposed the installation of proper equipment at this site to enable Coyotes to receive the Albuquerque TV stations. Everyone agreed that it was a good idea. All that was needed was \$6,000 to buy the equipment.

The villagers formed the Coyote Television Translator Company and began raising the money. Members raised a third of the money. They borrowed another \$2,000 from the Seite Norte Development Corporation, a federally funded agency which helps poor communities make civic improvements. The Forest Service added the final third as its share for the families assigned to the Coyote Ranger Station.

The result of all this cooperation? The residents of Coyote have television superior to that in many urban locations and the long winter months seem shorter now.



## Improving The Odds On The Weather

At the urgent behest of Secretary of Agriculture Bob Bergland, the Department is in the process of developing a long-range weather forecasting system. The plan will draw upon weather records for the past century and use a computer model which, the Secretary hopes, will give the odds, for example, on the probability of drought a year or more in the future. The computer system may help farmers and USDA to make better decisions affecting the nation's food supply.

But the farmer will still be gambling with the weather. "I don't know if we can do what I want to do," Secretary Bergland said, "but we're going to try. We'll be a kind of *Jimmy the Greek* in agricultural forecasting, but we'll leave the final decisions to anyone who wants to gamble."

Jimmy the Greek gives the odds on sports events and other activities of interest to amateur and professional gamblers. Much higher stakes are involved in agricultural productivity. A large and essential part of the nation's economy depends upon where, when, and how much it rains.

## Civil Service Agency Issues New Class Action Rules

Federal employees and job applicants who feel they have been discriminated against can now file a class action complaint under regulations adopted by the Civil Service Commission.

Under the new regulations, any employee who believes he or she has been discriminated against in common with other persons may file a complaint on behalf of the entire group. The same holds true for job applicants.

The regulations are similar to those used by the courts; they provide for a fact-finding hearing and for opportunities to appeal decisions.

According to the Commission, the new procedure "will be an effective means of correcting general agency policies which may be found to be discriminatory."

CSC added that agencies must allow individuals to withdraw from a complaint, since the decision rendered is binding on all participants.

The new policy becomes effective April 18.

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*Coyote District Forest Ranger Bob Partido, left, and Fire Management Officer Eliseo Jacques inspect construction details on one of the television relay towers recently installed near the northern New Mexico village.*



## The Man Behind The Peanut

The peanut might have been a forgotten southern plant had it not been for the efforts of the "Wizard of Tuskegee," George Washington Carver.

In Dr. Carver's opinion, the heavy reliance of southern farmers on one crop—cotton—for their livelihood spelled serious trouble for southern agriculture. Especially after the first attacks of the boll weevil left many farm families penniless, the need for alternate crops that would provide a livelihood and not deplete the soil became evident.

Carver set out to find a cure for cotton's excesses. He found that cotton used huge amounts of nitrogen in growing and added little to the soil. The peanut stirred his imagination.

The peanut was the little crop grown for generations by poor farmers. Carver found that it adds nitrogen and other nutrients to the soil and thrives in the hot southern sun. With proper techniques, Carver found that the peanut can produce high yields.

His next job was to create a market for southern peanuts. The best way to do this was to prove to buyers that the peanut—or goober, monkey nut, groundnut, or any of a half dozen other names—is a valuable product.

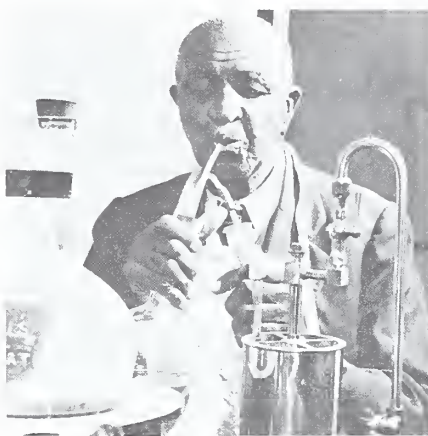
He already knew, of course, that farmers had been using the peanut for food and fodder and for things northern farmers never imagined. Carver developed these uses and found more.

He told farmers there are more than 300 uses for the little plant, including 18 ways to cook the raw seed. In his laboratory at Tuskegee Institute, Carver developed peanut linoleum, paint, dye, medicine, beauty cream, shoe polish, and shampoo. Food uses include peanut cheese, mayonnaise, shortening, chili sauce, and mock chicken.

His peanut soup is still eaten today, but probably the most unexpected food use for peanuts was in peanut milk. This Carver discovery is credited with saving the lives of thousands of African infants when no other food was available to them.

Carver's work went far beyond the peanut. He was a teacher, agronomist, botanist, mycologist, and award winning painter.

Mycology—a form of botany concerned with plant fungi—was the basis for much of Carver's work with USDA. He was also associated with the Division of Agrostology, improving grasses grown in



Dr. George Washington Carver (1864-1943)

the Nation's heartland. He worked with USDA off and on until his death in 1943.

—Based on special material provided  
by Wayne Rasmussen, ERS,  
National Economic Analysis Division.

### Goober Growing Isn't Peanuts

Americans gobbled goobers at the rate of 9 pounds per person last year in a myriad of forms—peanut butter, candy, salted, or just plain roasted peanuts.

All told, a veritable mountain of 370 million pounds of salted peanuts and 130 million pounds straight from the shell were consumed.

Americans ate more than 866 million pounds of peanuts processed into peanut butter last year—nearly half the amount of peanuts used for food. High in protein content, as well as having a good supply of vitamins and minerals, peanuts are as nutritious as they are good to eat.

## HONOR AWARDS SCHEDULE SET

The Secretary's Office has announced that the 1977 Honor Awards Ceremony will be held Thursday, May 26 at the Sylvan Theatre on the Washington Monument Grounds. Winners of the awards will be announced to agency heads the week of April 4.

For 30 years USDA has recognized employees whose outstanding accomplishments have contributed to increased effectiveness of Department programs or to improved efficiency of operations.

All employees in any grade, group, or category are eligible to be nominated for USDA's two highest forms of recognition—the Distinguished Service Award and Superior Service Award.

## Murphy Receives NASA Award

Jimmy D. Murphy, deputy assistant project manager of the Large Area Crop Inventory Experiment (LACIE) for USDA, recently received a Superior Achievement Award from the National Aeronautics and Space Administration at the Johnson Space Center in Houston, Texas.

The award, presented by Johnson Space Center director Christopher Kraft, cited Jim's "exemplary personal dedication and outstanding technical and management contributions to the Large Area Crop Inventory Experiment."

LACIE is a cooperative experiment by NASA, USDA, and National Oceanic and Atmospheric Administration to determine the feasibility of using space satellites and weather data to estimate wheat production in different parts of the world. Within USDA, work on LACIE is led by the Foreign Agriculture Service, but people from other USDA agencies have been detailed to work on the experiment.

Award-winner Murphy came to ASCS in 1974 and assisted in the planning of LACIE, a project he felt enthusiastic about from the start. Three years later, his enthusiasm is undimmed. "I really believe in the work I'm doing," he declares. "We're on the threshold of a technology that will assist worldwide economic planners in assessing land use and production potential. There's a whole array of applications of this technology that we haven't begun to address.

If LACIE is successful, USDA will be able to monitor the world wheat crop and possibly other crops during the growing season with a heretofore unattainable degree of accuracy. Among the many benefits of having access to such timely and accurate information are better private sector planning of agricultural production and marketing and more effective government programs.



Jimmy D. Murphy, right, Assistant Deputy Project Manager for LACIE/USDA, receives NASA award from Johnson Space Center director Christopher Kraft.

## SCS DEVELOPS CHECKLIST TO 'BAIL OUT' FARMERS

Serious water shortages forecast for western states this summer have prompted the Soil Conservation Service to remind farmers of some of the things they can do to stretch limited supplies:

They can, says SCS, inspect and repair water delivery systems, plan to grow crops that need less water, manage irrigation water more economically, irrigate every other row, plant fewer acres, repair leaks in lined ditches, replace worn-out headgates—

Or

Irrigate at the growth stage when water need is most crucial, use shorter runs for furrow irrigation, install systems for reusing tailwater, smooth out land so water is distributed more evenly, convert to *drip* irrigation systems, clean out unlined ditches with concrete or plastic—

OR

They could try to develop other sources of water—if possible.

### Did You Know That—

—In July, 1975, women represented 51.3 percent of the total population and outnumbered men by 5.6 million.

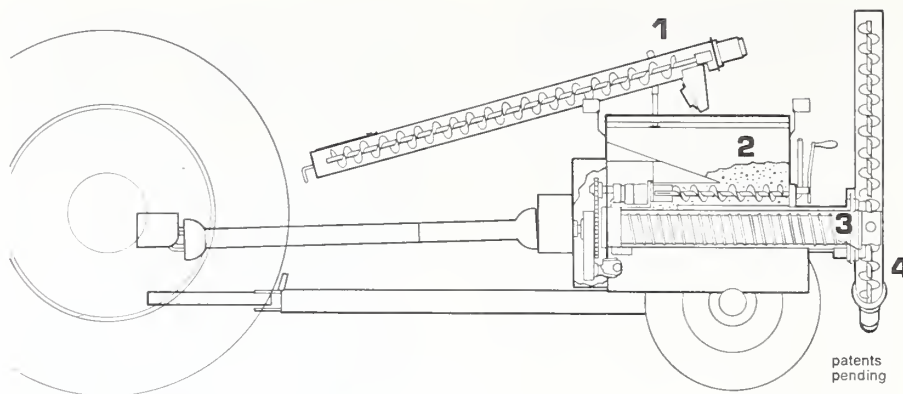
—There are more single women than ever before. In 1975, 40 percent of women 20 to 24 years of age were single; in 1950, 28 percent.

—Women are better educated. The number of women 25 to 29 years old completing 4 years of college increased 73 percent between 1970 and 1975. Despite these increases, the number of women college graduates is only about three-fourths the number of male graduates.

—Between 1950 and 1976 the number of working women doubled, while the number of working men increased by about one-fourth. The sharpest increase in working women was among married women. In 1950 only about 25 percent of the married women were in the work force, but in 1975, 44 percent were in the work force.

—Families with female heads numbered over 7 million in 1975—13 percent of all families. This represents a 73 percent increase since 1960. Over 32 percent of all female-headed families are below the poverty level, as compared with only 6 percent of male-headed families. In 1975, about 15 percent of all children living in families lived with their mothers only—an increase of 38 percent since 1970.

—Excerpts from "Women in the United States," *Family Economics Review*, Fall 1976.



## Friction Heat Cooking For Less Developed Countries

For several years, the Nutrition and Agribusiness group of the Economic Research Service, under the direction of Paul R. Crowley, have been studying extrusion-cooking. The economic purpose of these unlikely cooks—Crowley is assisted in this and other food technology and nutrition activities by Fred Barrett and Alfred Lachmann—is to find a low-cost way of large-scale food preparation. Such methods are needed in less developed countries where lack of finances and limited technological resources hamper the feeding of hungry people.

Extrusion-cooking is essentially cooking with heat from friction. Materials are mechanically worked in a compression screw and then extruded from the screw through a small opening. Generally, the materials reach relatively high temperatures in the screw (250-350°F) but remain at those temperatures only a few seconds—long enough for certain important transformations to take place. Some extrusion cookers allow also for an injection of steam into the material or the transfer of heat from a heat source through the screw or its casement.

Depending upon design and operation, extrusion cookers can modify the size, shape, texture and other properties of the materials extruded. For example, an extrusion cooker can convert grain into chewy bits and pieces of textured protein. With the addition of flavors and colors, these can be made to resemble meat, poultry, and other natural products with a chewy texture. The technology of extrusion cooking can be quite sophisticated and expensive.

The ERS group, however, is primarily interested in the simplest, least expensive machines for the low-cost preparation of nutritious food in developing countries. The goal is to step up the processing of local oil seeds, cereals, and legumes for use as ingredients in blended foods, as beverage bases, or as fortifiers in wheat flour, bread, and other food staples.

The extrusion crop cooker above has (1) an adjustable intake auger, hydraulically driven, which carries raw soybeans from storage bin into (2), hopper. By variable hydraulic control, soybeans are metered into (3), extrusion chamber. Cooking temperature and processing rate are adjustable. Cooked meal, ready to feed, is conveyed from the machine by the hydraulically driven discharge auger (4).

Extrusion cooking can also produce nutritious blended food products as well as snacks, such as puffed rice or corn fortified with vitamins and minerals.

For use in less-developed countries, a principal requirement is that the machines be simple, inexpensive, and easy to operate and repair. Such low-cost extrusion cookers are now being marketed in the U.S. for use by farmers and small feed mill operators to cook soybeans and other grains for animal feed. Raw soybeans contain a toxic growth inhibitor which is deactivated by cooking. With extrusion cooking, soybeans become an excellent feed for livestock and chickens.

The use of extrusion cooking for human feeding is now being demonstrated in Sri Lanka, where corn meal and sorghum are being cooked for use in a government-sponsored child feeding program. Other demonstration projects are in the planning stages in Costa Rica and Tanzania. The researchers expect the demonstration phase of the program to be completed in 1979 and that extrusion cooking will be applied more widely thereafter.

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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant



MAY 6 1977

## A DIALOGUE WITH THE SECRETARY

Twice in February and again in March Secretary Bergland held a question and answer meeting with USDA employees in Washington. The sessions marked the first time a Secretary had met repeatedly with employees, many of whom have expressed their appreciation for such an opportunity. Each was arranged and conducted by OPEDA, the Organization of Professional Employees of the Department of Agriculture. Below are excerpts from those meetings.

**QUESTION:** I'm *Robert Dunn* from Automated Data Systems. We've had limited success in replacing our computers. Will you personally get involved in that?

**BERGLAND:** You can count on it. Because we need to increase our capability to meet the stresses which obviously are coming at us at a great pace.

**Q:** *John Delara* of the Forest Service. What is the probability of the Forest Service becoming part of the Department of the Interior?

**A:** This will require a change in law, obviously. There may be some talk, I presume, about making the Interior Department responsible for the management of public lands. I don't know. I don't think anybody knows what may ultimately happen.

**Q:** *Paul Mohn* of Extension Service. During recent years the Department has had a relatively low profile with emerging cooperatives and limited resource farmers. Have you a position on those things?

**A:** I was a limited resource farmer most of my life. It gave me a perspective which would be helpful in devising a strategy regarding the problems of the rural poor. We're not going to be able to deal effectively with the problems of the cities until we have provided rural workers with an opportunity to stay home and find a job. So it will be my intention to do all we can to marshal the forces of the government to put some meaningful application to the term rural development.

**Q:** *Warner Lipton*, Agricultural Research Service. Agricultural research budgets recently have been very tight. Do you see any relief on the way?

**A:** I hope so, but it seems to me we ought to take a whole new look at some of our missions. At whether or not we have clearly defined goals and objectives—in the area of research, in the area of soil and water conservation. Anything we can do to devise alternative energy sources. Whether or not we should continue to use the chlorinated hydrocarbon family has been a fight we've had now for some time without really a good hard long look at alternatives. These are matters which our research mission ought to undertake. At least study. Research is terribly important and I want to help.



*Secretary Bergland speaks with employees in jam-packed Jefferson Auditorium in Washington, D.C. A total of 1,800 employees attended the three meetings.*

**Q:** *Lyman Noordhoff* of Extension Service. Do you have any ideas about the Department's role on food supply and family planning and population control?

**A:** Family planning is not our lot. The Department, however, will be in the vanguard in improving crop growing at home and overseas. I believe we need to help developing countries help feed themselves. And that once they get on their feet, if they can, they will be in a better position to buy greater quantities of the things we have to sell.

**Q:** *Lucretia Davis* from Animal and Plant Health Inspection Service. I've been wondering if people over 50 are automatically ruled out for promotions.

**A:** I would hope not. I think competent, qualified persons who are entitled to a promotion should be promoted at any age.

**Q:** *Debbie Walters* from Economic Research Service. What does this administration feel is the future of the Black Land Grant Colleges and Universities in this country?

**A:** Black Land Grant Colleges generally have been ignored, taken for granted, and not appreciated for their many contributions. I intend to see what we can do, to recognize their capability and record of accomplishment.

**Q:** *Vance Remillard*, with the Farmers Home Administration. Mr. Secretary, do you see the Department continuing to provide financial assistance through the Farmers Home Administration?

**A:** This is an area we hope to beef up. I think USDA has the delivery system capable of running all rural programs in the United States. But it means we will have to talk with some other agencies to get these matters streamlined in a way that is cost effective. Are there some new

*Continued on page 2*

## NEW SECRETARY FOR A NEW POST

*Carol Tucker Foreman*, former executive director of the Consumer Federation of America, is the newly appointed Secretary for Food and Consumer Services in the Department.

She will have under her supervision the Food and Nutrition Service, the meat and poultry inspection activities of the Animal and Plant Health Inspection Service, and six functions presently performed by the Agricultural Marketing Service. These functions are: meat grading, poultry grading, inspection and grading of dairy products, egg products inspection, fruit and vegetable grading (fresh and processed), so-called "Section 32" commodity purchases for elderly feeding programs and school lunches. She will also serve as the director of the Commodity Credit Corporation.

Foreman, 38, is former executive director of the Paul Douglas Consumer Research Center and a member of the National Committee on Household Employment. She has served on the advisory council to the Secretary of Commerce, and the advisory committee on national growth policy processes of the National Commission on Supplies and Shortages.

The new assistant secretary was formerly president of the Women's Equity Action League, executive director of the Citizens Committee on Population Growth, and member of the staff of Planned Parenthood-World Population, and of the D.C. Council of the Status of Women. She was also on aide to Rep. James Roosevelt of California and Sen. John McClellan of Arkansas.

Born in Little Rock, Ark., Foreman attended William Woods College, Fulton, Mo., and graduated from Washington University in St. Louis. She has done graduate work at American University.

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*Continued from page 1*

and innovative financing techniques? What are the possibilities and opportunities involved in a rural financing bank? A development bank where we can tap private credit sources? Maybe we can devise something in this regard in which the full faith and credit of the United States is pledged behind securities and missions without actually depending upon appropriated funding.

Finally someone asked "Why can't the Minnesota Vikings win a Super Bowl?" To which the Secretary replied, "There is one in every crowd! Well you'll not hear any football talk out of me until July. And then watch out!" □



Carol Tucker Foreman

## Hjort Named Director Of Agricultural Economics

*Howard Hjort*, former vice president and partner in the agricultural consulting firm of Schnittker Associates, has been appointed director of agricultural economics for the Department.

He will be in charge of three USDA agencies—the Economic Research Service, Farmer Cooperative Service, and Statistical Reporting Service.

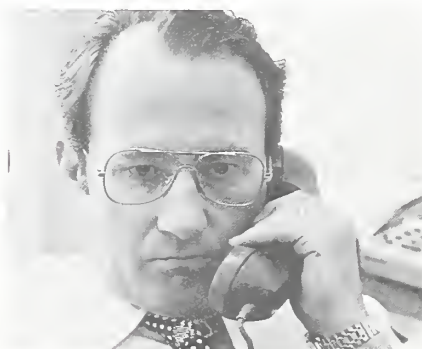
Hjort, 45, was staff economist for USDA from 1963 to 1965.

Born in Plentywood, Mont., Hjort operated a grain and livestock farm for two years before entering Montana State University where he obtained bachelor's and master's degrees in agricultural economics. He did further graduate work at North Carolina State University.

In 1963, he became USDA staff economist, the deputy position to the office he now holds. Hjort remained with the Department until 1969, serving briefly as a special assistant to the under secretary before heading USDA's program planning and analysis staff.

In 1969 he accepted a 3-year assignment with the Ford Foundation in India as a planning and management advisor.

He returned to the United States in 1972 and joined Schnittker Associates in Washington, D.C. The firm is headed by former USDA Under Secretary John Schnittker.



Howard Hjort

## A NEW TWIST ON AN OLD IDEA

The Forest Service has a first-of-its-kind solar-heated greenhouse in the works.

The greenhouse, part of a 200-acre nursery, will be built just south of Albuquerque, N. Mex., to grow tree seedlings to restock forests.

When completed, it will operate on less than one-third the energy of conventional greenhouses. It will also employ a system in use for years: hot air is collected and used to transfer the sun's heat to ordinary rocks for storage.

M. J. Hassell, southwestern regional forester, explained that the greenhouse will recapture heated air, which normally is expelled through vents on sunny days, and transfer it to storage. At night the stored heat will be used to maintain temperatures for optimum tree growth.

Construction will begin late this year with a service building and a 10,000-square-foot greenhouse. Ultimately, the facility will produce 3 million seedlings a year for reforestation programs in Arizona and Mexico.

Besides the greenhouse, the project will include a bare-root nursery with an annual production of 20 million seedlings. At full production, planned for 1982, the facility will turn out 23 million trees a year. The first shipment of 5 million trees is due in 1980.

## As a Matter of Fact. . .

**BILLIONS GO UP IN SMOKE—**American consumers puffed a record 616 billion cigarettes worth \$15 billion in 1976. That's an average of 4,110 cigarettes per adult. Last year's sales rose slightly above the previous year and are expected to rise again this year.

**GRAPEFRUIT TOOTHPASTE??—**A low calorie synthetic sweetener derived from grapefruit peels soon may become a new sugar substitute. One ounce of it is 1,500 times sweeter than a similar amount of sugar. Two chemical companies are ready to manufacture the product, developed by ARS scientists *Robert M. Horowitz* and *Bruno Gentili*, and one has petitioned the Government for permission to use it in toothpaste, mouthwash, and chewing gum. The grapefruit derivative leaves a sweet aftertaste, making it useful to these products.

**HIGH STAKES—**One of the hottest properties today is American farmland. The price for an average acre last fall was \$445—up 17 percent from a year ago. The outlook for 1977 is for continued land price increases, especially in the Corn Belt and Appalachia.



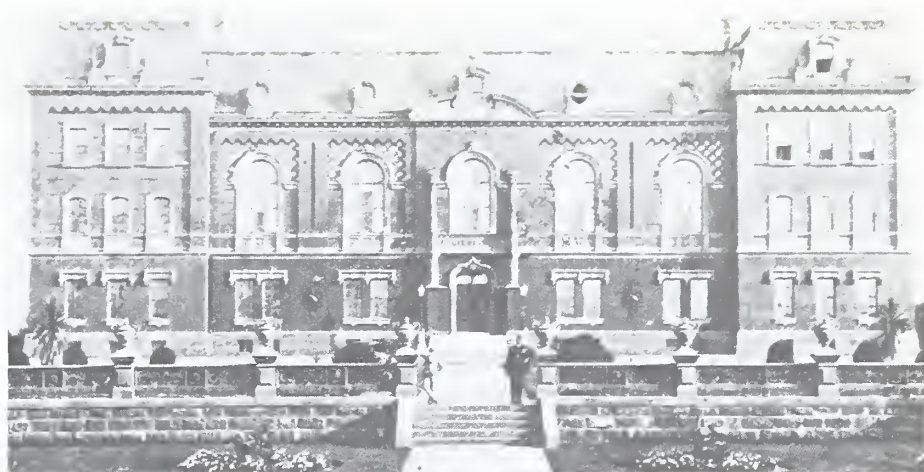
## The Seeds of Agriculture

Many people know that USDA was established in 1862. But few may realize that a proposal was made for it as early as 1776.

George Washington himself recommended the establishment of a Department of Agriculture in 1796. Thirty-three years later then Secretary of Treasury *William H. Crawford* gave the idea support by asking naval officers abroad to send home seeds and improved breeds of domestic cattle.

In 1836, *Henry L. Ellsworth*, Commissioner of Patents, began the first organized effort on behalf of American agriculture. On his own initiative, Ellsworth undertook to distribute seeds obtained from abroad to enterprising farmers.

Three years later, Congress provided the first \$1,000 of public agrarian funds and laid the foundation of modern agriculture. The money was used to collect agricultural statistics, conduct agricultural investigations, and distribute



*The first USDA Administration Building, (above) in 1867, occupied nearly the same site of the present structure and was in use until the early 1900's.*

seeds. By 1854, the Agricultural Division of the Patent Office employed a chemist, a botanist, and an entomologist and was conducting experiments.

During this period, many agricultural societies persistently urged that agriculture be represented by a separate

agency. Despite the opposition by Southern farm leaders, who wished the functions of agriculture to remain in the Patent Office, efforts by the U.S. Agricultural Society among others, led to the establishment of the Department. □

## WHAT THE WEATHER DID TO FOOD

Last January's bitter cold left a trail of damage through Florida's citrus groves and vegetable fields, causing in good part, higher prices at the nation's produce counters. Prices for fish and eggs also rose more than usual.

But the overall impact of the freeze on food prices is apt to be small. Total livestock production for all of 1977 may be up slightly from 1976. And continued large supplies and relatively steady prices for most foods should limit the general rise in food prices to 3 to 5 percent for the year, compared with the average for 1976.

The severe weather closed parts of several Midwestern rivers which are main shipping arteries, and delayed rail and truck traffic which could result in temporary shortages of grain in some areas.

Fertilizer supplies, too, may be spotty in some areas, particularly the Midwest and Southeast, due to plant shutdowns and work reductions created by energy shortages.

Some plants closed also when workers could not get to their jobs, and when the weather prevented shipping animals from farms.

As a reminder, the Economic Research Service says, heavy demands for energy extending into summer could restrict natural gas supplies for irrigation. The severe drought in the West, with water supplies down as much as 75 percent in some irrigated valleys, will likely force farmers to give greater priority to tree fruits and high-value crops and to cut back considerably on rice, alfalfa, and fresh and processed vegetables.

The cold winter required more feed to maintain animals and possibly slowed



feeding gains for cattle, hogs, and broilers. Egg production also slowed as a result of the weather but was forecast to pick up as the weather moderates.

Also, some dairy plants that manufacture nonfat dry milk had to switch to producing less energy-intensive products such as condensed skim milk.

Speaking of last winter's weather, the President of the American National Red Cross has commended the Food Distribution Division of the Food and Nutrition Service for relieving some of the hardship imposed by the cold and snow.

In a letter to Secretary Bergland, *George M. Elsey* explained that in every instance in which food was requested for disaster feeding, USDA donated foods were swiftly provided. "In Buffalo, N.Y., the need was met splendidly in spite of extreme obstacles.

"We appreciate these actions on behalf of the people we now serve," he wrote.

## ARS Plant Doctor Performs Mission of Mercy

An act of kindness by an ARS researcher may have earned the Department a few points in international relations.

*Dr. Howard Morton*, a specialist in weed and brush control in Tucson, Ariz., and *Alfonso Sanchez*, a graduate student working with him, recently flew into Mexico to conduct research on a poisonous plant growing near the U.S. border.

Upon landing near the plots, they learned that a worker at a nearby ranch had just broken his arm. The nearest doctor was 6 hours away—over rough, winding terrain. Rather than permit the man to suffer prolonged pain, Dr. Morton flew him to the doctor in less than 30 minutes.

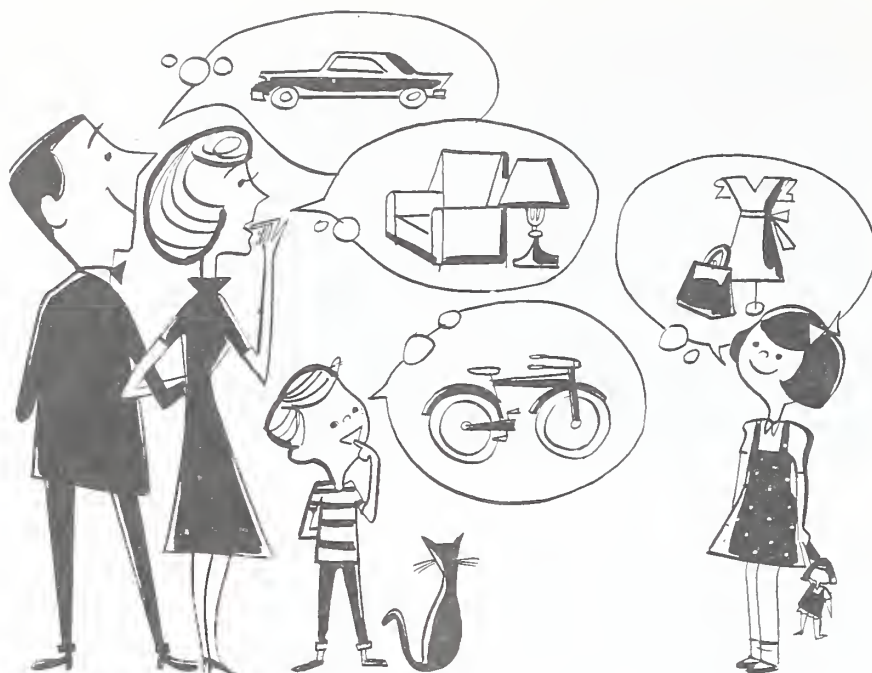
He then contacted the patient's boss, who happened to be in town, and flew back to the work area.

## PEOPLE

*Jim McKibben*, wildlife biologist with the Forest Service in Springerville, Ariz., has received the Conservation Award of the Year from the Arizona-New Mexico Section of the Wildlife Society. He was cited for his outstanding efforts in developing a wetlands management plan for all lakes and marshes in the White Mountain area.

*Samuel H. Washburn* of Fowler, Ind., has been appointed to the Agricultural Advisory Committee for Trade Negotiations by Secretary Bergland and the Executive Office of the President.

The committee provides policy advice on all agricultural issues involved in the foreign trade negotiations underway in Geneva, Switzerland.



## A WAY TO KEEP AHEAD

In these inflationary times, almost everything we buy costs more. To help cope with the higher prices, the Agricultural Research Service has a few words of advice.

It suggests that you develop and follow a spending plan—or budget—that will give you more for your money. To make it work, though, the whole family has to join in.

In a recently revised booklet, "A Guide to Budgeting for the Family," ARS says the first step in making a budget is to set your goals. "What does the family really need and want? Consider all suggestions so everyone will be satisfied. Decide which goals are most important.

"Next decide your aims for the future—the next five years, for example— then list your goals for the coming year. Be as specific as possible. For the five year period, goals might be buying a car, making a down payment on a home, and buying a washer and a dryer.

"Goals for this year might be reducing debts, starting a reserve fund, and buying a vacuum cleaner."

Written by Lucile F. Mork, formerly of ARS, the booklet advises readers to keep in mind that goals change.

Principal ideas to keep in mind, according to the booklet are to—

- Estimate your family income, including such figures as wages, salaries, social security benefits.
- List anticipated income, including interest from savings accounts.

—Make two estimates if your income fluctuates sharply.

—Estimate expenses and be realistic.

—Compare total expenses with estimated income. If your income exceeds your expenses—you are in luck.

If expenses exceed income, trim expenses. Take a harder look at day-to-day expenses.

If you can't balance the budget by cutting expenses, you may have to try to increase your family income. Many families find it necessary for both spouses to work. A note of warning: There are added costs of working—clothing, lunches, transportation, child care.

After the spending plan is on paper, try it out. Develop good buying habits to help you carry out your budget. If spending is quite different from your plan, find out why.

A budget is something you keep working and reworking until it fits. Do not expect to have a perfect budget the first time.

**Having budget problems? Use a record book to help keep track of things. It need not be expensive or elaborate, and may even be a loose-leaf binder. Whatever you use, though, make sure your ledgers are simple for recording income and expenses. Copies of "A Guide to Budgeting for the Family" HGB-108, are available free from Publications Division, Office of Communication, USDA, Washington, D.C., 20250. For additional help in financial planning, consult your extension home economist or local community service organization.**

## Basically, We're All Alike

Much of the talk about the difference between the sexes is proving to be pure balderdash. A poll of USDA employees in St. Paul, Minn., shows that basically men and women share similar viewpoints, which are not always favorable to women.

Conducted by the Federal Women's Program the poll shows, among other things, that:

- over 80% of both sexes disagree that women are too emotional to be good supervisors.
- almost an even percentage said they would vote for a qualified woman for President.
- an equal number of men and women prefer working with a male supervisor.
- a high percentage of both sexes are uncertain what the impact might be if the Equal Rights Amendment passes.

National Secretary's week is April 24-30.

Secretary Day is April 27

## A "SUPER" WAY TO LOSE WEIGHT

A new product to help diet-conscious Americans lose weight may soon be on the market. It is made in part of wood pulp.

The product is known as "super bread" and could work wonders.

According to reports, the special formula bread, made of purified wood pulp among other ingredients, contains 400 percent more fiber than whole wheat bread and 33 percent fewer calories than white bread.

It costs about 70 cents a loaf and reportedly tastes as good as ordinary bread.

The Food and Drug Administration has approved the bread for public consumption, and scientists who have endorsed it see the new product as a means of helping overweight people reduce.

## The Biggest State

Alaska is one-fifth the size of the continental United States, one hundred and twenty times larger than the state of Rhode Island, and larger than the next three largest states combined.

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USDA Vol. 36, No. 8, April 13, 1977  
Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant



## CAROL FOREMAN VIEWS HER ROLE AS ASSISTANT SECRETARY

The following interview with Carol Tucker Foreman is the first in a series of interviews by the editor with the new USDA sub-Cabinet level appointees. Mrs. Foreman is the Assistant Secretary for Food and Consumer Services, itself a new position. Mrs. Foreman was formerly executive director of the Consumer Federation of America, the largest consumer organization in the country.

*What do you envision your new role will be?*

I have jurisdiction over major Department programs. Reporting to my office will be the Food and Nutrition Service which makes up about 60 percent of the Department's budget, and contains all the feeding programs. In addition, I will be responsible for a new organization called the Food Safety and Quality Service which is composed of the meat and poultry inspection functions, formerly in APHIS, and the food inspection standardization and grading functions that used to be in the Agricultural Marketing Service (see related story on p. 4). Administering these programs, planning for their future, setting up the new agency and getting it going will take up the bulk of my time in the foreseeable future. In addition, I'm a director of the Commodity Credit Corporation which will also take a major portion of time. Finally, President Carter and Secretary Bergland have given me marching orders to represent the consumer within the Department. I find that the other assistant secretaries, the Deputy Secretary, and the Secretary are all very sensitive to the consumer point of view with regard to USDA programs. I anticipate that we will share the role of working for the consumer.

*How will FSQS be staffed?*

It has not been staffed yet, but it will be composed of the meat and poultry standardization and grading people from AMS and APHIS. That's all that has been decided. Initially, we will make as few changes as possible. I don't expect any great uproar or dislocation. It's my desire that there should be as little uncertainty and dislocation among the people involved as possible. I think it is



President Carter was host at swearing-in ceremony of Carol T. Foreman as new USDA Assistant Secretary in White House Rose Garden.

important that people know that this is not a major relocation. It's putting together functions that have been very much interrelated, or should be very much interrelated, and I think they will mesh quite easily. APHIS is not an old organization. It was just created in 1972, so it is not something that has been around for a long time.

*How did you get involved in the consumer movement?*

I applied for the job of executive director of the Consumer Federation of America in late 1973 and was hired. The Consumer Federation is the largest consumer organization in the country. It has a membership of about 225 organizations, representing about 30 million people. Previously I worked in the population field, and developed an understanding about how crucial food issues are as the population increases.

When I got into the consumer movement, we had a period of very rapidly rising food prices and I began to realize that food issues took up most of my time.

*Do you feel you will be more effective working for consumers at USDA than on the outside?*

I certainly hope I will be. That's why I was chosen. That's why I sought the job. I

hope to be much more effective in achieving basically my same broad goals. Among those goals is that the government should be open and responsive and should have integrity. One of my complaints on the outside was that government agencies, including the Department of Agriculture, weren't open to consumers. It was not just that decisions came down that we didn't agree with. It was that we felt we had no real ability to participate in that decision-making process. I think that is contrary to the role of a democratic government. One of the things I hope I will find easiest here is making sure that the decision-making process is open. My door will be open to consumers, to employees of the Department, to farmers, and to industry people as well.

*How do you propose to provide information to consumers, and what do you expect other USDA agencies to do to get consumer input?*

I have not gotten specifically into new mechanisms, but I would hope that we would continue the practice of notifying consumers in advance of rulemaking that has an impact on them, opening meetings of the Department, having consumers serve on advisory committees in the Department, making sure that the com-

(Continued on next page)

mittees are as broadly representative of the general public as possible. I would like to see consumers sitting on a lot of committees where they don't sit right now. When I speak of citizen participation, I hope that it is going to be across the board. I think the other assistant secretaries, the Deputy Secretary, and the Secretary are basically as responsive to that concern as I am. We are going to try to work out, as part of the Department's organization under Secretary Bergland, some very specific provisions for citizen participation. They are not worked out yet.

*When did you learn you were being considered for your present position?*

I visited the Secretary shortly after he was nominated and he told me that he would like for me to come to the Department. He said that he was going to talk to the President about it. He was still in the Congress.

*You oversee two-thirds, or \$9 billion, of USDA's total budget. What's your opinion about the status of women in high-ranking positions?*

It's really more than that if you add on the budget of meat and poultry inspection and grading. I would like to see a lot more women in high-ranking positions in the Department. I would like to see more minority group members in high-ranking positions in the Department. To the extent that I can be a force moving in that direction, I will work very hard. But once again, I have feelings that every one of the new Assistant Secretaries, the Deputy Secretary, and the Secretary have that same commitment. I don't feel that mine is any greater than theirs and I feel that mine is pretty large. Let me say that I started out in a very low-ranking job on a Senate committee in 1961. It was always my chore to go for coffee. I can't think of any reason why other women or minority group members who have the same educational background as I had should start out and have as hard a time working up as I have had. The world has moved a long way since I started out. If I can keep somebody else from having to struggle quite as much as I think I had to, I fully intend to do that.

*Secretary Bergland has said that USDA will soon begin telling consumers about the nutritional quality of foods they buy and about so-called junk foods. How will this be done?*

It will be done. It requires putting together a plan for nutritional research, education, and information. We will be working with all other elements of the Department—particularly the Agricultural Research Service—in putting a plan together.

*How do you plan to involve consumers in the Department's decision-making process in regard to food?*

I don't have a specific scheme at this point. We do hope to devise one that will make it easier—not just for consumers—but for individual farmers . . . individual citizens, whatever it is they do in life, to have better access to the decision-making process. By handling complaints better, and by looking at complaints and determining if there really should be a change in policy. Not just a response to the complaint, but a change in policy so that that complaint doesn't come up again. There's some work being done now in the Secretary's office which I hope will lead to much more open decision-making. The Secretary's a very open man, and I think the opportunity will be there.



*How would you respond to criticism that the Food Stamp Program is inefficient?*

I am upset that Food and Nutrition Service employees and programs generally have not been made to feel an important part of the Department in the past. I think that they are a very important part. I think that under Secretary Bergland they will be able to feel that importance. The President has sent Congress some major revisions in the Food Stamp Program which we feel will improve it, make it more available to people who need it most, and should have the effect of cutting off some of the people who need it least. I think it's a major piece of administrative reform in the Food Stamp Program. The Food and Nutrition Service has an administrator-designate named Lew Straus who has been actively involved in running feeding programs in New Jersey and knows from field experience the concerns and problems with feeding programs—knows how much good they do and has some strong ideas about how we can administer them more effectively.

*There have also been comments that school lunches are not nutritious. Are there any plans to change USDA's Type*

*"A" guidelines or to allow schools to use more prepackaged and catered meals?*

We are going to take very strong steps over the next four years—and I think it will take every bit of 4 years—to improve the nutritional quality of school lunches. In New York we recently had charges by the General Accounting Office that school lunches weren't nutritionally adequate and that the portions weren't as large as they were supposed to be. We have just instituted a program in New York in order to resolve those problems. Part of that program calls for tightening the rules and standards for contracting for school lunches from private vendors. We may extend the program to other areas as we go along or we may change it in part. We are going to have some major changes that will improve the nutritional quality and the attractiveness of school lunches.

*Will the Food Stamp Program, or all of USDA's food assistance programs, eventually be shifted to the Department of HEW?*

HEW Secretary Joseph Califano has a panel considering welfare reform which the Department has a representative on. He's Bob Greenstein who is an assistant to Secretary Bergland and we work very closely together. He attends the meetings, and makes recommendations to the panel about welfare reform. One of the options being considered in the welfare reform proposal is cashing out the food assistance programs—particularly food stamps. I don't know what Secretary Califano will recommend to the President. I don't know what the President will accept, or what Congress will accept. I think one thing that we can be absolutely sure of is that the Department of Agriculture is going to be administering the Food Stamp Program for a substantial period of time to come. I fully expect to be administering a Food Stamp Program for all of the four years I am here.

*What generally can employees you direct (in FNS and FSQS) expect in the coming months?*

I think they will see some substantial changes in all areas. I anticipate that those changes will be incremental, rather than shocking and all at once. I would hope, that through 'USDA', to keep all employees as well informed of impending changes as we possibly can. Government ought to be open to employees as well as to the public.

*What do you do for relaxation?*

I take care of my husband and my children—Tucker, 9, and Rachel, 6—and play tennis. Most of my spare time is spent with my family because I work fairly long hours. We're sports fans, and whenever we go to the tennis courts, we all go together. □



## FOUR MORE ASSISTANT SECRETARIES APPOINTED

*Robert H. Meyer*, a former California farmer and businessman, has been named Assistant Secretary of Agriculture for Marketing Services.

He will be in charge of the Federal Grain Inspection Service; the Packers and Stockyards Administration; the Animal and Plant Health Service; and the Agricultural Marketing Service. He will also serve as a director of the Commodity Credit Corporation.

Meyer, 44, until recently grew cotton, sugar beets, wheat, alfalfa, and cattle in southern California.

He was formerly a board member of Cotton, Inc.; the Western Cotton Growers Association; the Imperial Valley Conservation Research Center; and president of the Colorado River Cotton Growers Association.

He also was vice-chairman of the Imperial County Agricultural Stabilization and Conservation Service and vice president of the County Farm Bureau.

Born in Evanston, Ill., Meyer obtained a bachelor's degree in business administration from the University of Colorado.



Robert H. Meyer

*Alex P. Mercure* of Albuquerque, N.M., has been named Assistant Secretary of USDA for Rural Development. He will be in charge of the Farmers Home Administration, the Rural Electrification Administration, and the Rural Development Service.

Mercure was vice president of the University of New Mexico in charge of regional and community affairs, a position he had held since 1974. Before that he was president of the New Mexico Technical Vocational School.

From 1965 until 1971, Mercure, 45, was deputy director of the Home Education Livelihood Program of the New Mexico Council of Churches. He is also a former school teacher and guidance counselor.

Mercure has served on national advisory committees on adult education and on minority business enterprise. He has been a member of a National



Alex P. Mercure

Academy of Sciences group on applied sciences and social change in rural areas, and served on the White House Conferences on Children and Youth and on Food, Health and Nutrition.

Mercure has also been on the board of directors of the Albuquerque Community Council, the Spanish Colonial Historical Foundation in Santa Fe, and served as chairman of the Census Advisory Committee on the Spanish origin population for the 1980 census.

Born in Lumberton, N.M., Mercure was graduated from Los Angeles Harbor College and the University of New Mexico. He holds a master's degree from New Mexico Highlands University and is completing a doctorate in education from the University of Mexico.

*Dr. M. Rupert Cutler* of Lansing, Mich., has been appointed assistant secretary of USDA for conservation, research and education.

Dr. Cutler, 43, was assistant professor and extension specialist in resource development at Michigan State University. He joined the staff in 1973.

In 1974 and 1975, he was a consultant to the environmental coordinator of the Forest Service, one of the agencies under his direction. Other agencies he will supervise are the Agricultural Research



Dr. M. Rupert Cutler

Service, Cooperative State Research Service, Extension Service, National Agricultural Library, and the Soil Conservation Service. He will also serve as a director of the department's Commodity Credit Corporation.

Born in Plymouth, Mich., Dr. Cutler attended Heidelberg College, Tiffin, Ohio, and Wayne State University, Detroit, before transferring to the University of Michigan, where he obtained an undergraduate degree in wildlife management and forestry. He received his master's and Ph.D. degrees in resource development from Michigan State University.

Dr. Cutler has been active in state and national wildlife and resource development organizations for the past 20 years.

He has been a consumer writer; editor of the Winslow (Ariz.) Mail; executive secretary of Wildlife Conservation, Inc.; and a member of the Virginia Commission of Game and Inland Fisheries.

In 1976 he was appointed by Governor Milliken to the Michigan Environmental Review Board, which approves state environmental impact statements.



Dr. Dale E. Hathaway

Agricultural economist *Dr. Dale E. Hathaway* is the new USDA Assistant Secretary for International Affairs and Commodity Programs.

He will oversee the activities of the Foreign Agricultural Service, the Federal Crop Insurance Corporation, the Office of General Sales Manager, and the Agricultural Stabilization and Conservation Service. He will also serve as a director of the Commodity Credit Corporation and the Federal Crop Insurance Corporation.

Dr. Hathaway, 51, had been director of the Washington-based International Food Policy Research Institute since 1975. Before that he was an agricultural advisor for the Ford Foundation's Asia and Pacific program.

From 1970 to 1972, Dr. Hathaway directed the Center for Rural Manpower (See Hathaway, next page)



*Fun in the sun in a Florida national forest.*

## WANTED: Advice on Managing Huge Recreation Site

How would you like to manage 187 million acres of forest land? And while you are at it, you could also run one of the nation's largest recreation enterprises.

By special invitation, the Forest Service is offering employees and the rest of the nation a chance to express their views on managing and protecting the national forest system.

The agency is encouraging the public to comment on two reports which can directly affect management of the 187-million-acre national forest system, and influence management of an even greater area. By doing so, says Forest Service Chief *John R. McGuire*, the public can help determine the future of the nation's forest areas for the next 50 years.

(Hathaway, continued from page 3)

and Public Affairs at Michigan State University, and was chairman of the department of agricultural economics from 1969 to 1972. He was also a professor of agricultural economics at MSU and at the University of Chicago.

Dr. Hathaway served as a senior staff member of the Council of Economic Advisors in 1955-56 and again as member of the council from 1961 through 1963.

The author of several publications, Dr. Hathaway was a member of the National Manpower Advisory Commission in 1970 and the President's Scientific Advisory Commission in 1966-67.

He served in 1960 as a consultant to the Congressional Joint Economics Committee and in 1969-70 as president of the American Agricultural Economics Association.

Dr. Hathaway was born in Decatur, Mich. He has a bachelor's and a master's degree from Michigan State University, and a doctorate from Harvard University, which he attended on a Carnegie Fellowship. □

Comments are sought on a national assessment of renewable natural resources and on a management program for the Forest Service. The program stretches over the next half century. Comments are due by May 30.

The reports are the first step in a 3-year effort to meet requirements of the Forest and Rangeland Renewable Resources Planning Act of 1974.

One document, "Draft Assessment Element Outline," analyzes the present and future use of the total 1.6 billion acres of forest and rangeland in the nation. The report also analyzes such needs as wilderness uses, recreation, fish and wildlife stocks, timber stands, and water and forest resources. The study provides a basis for appraising current programs and for evaluating opportunities for the economic development of forests and ranges.

The other document, "Proposed Alternative Forest Service Program Direction and National Goals," suggests five different directions Forest Service activities might follow after 1980 to help solve problems of supply and demand for forest products.

Copies of both documents are available from the Forest Service, USDA, Federal Building, Missoula, Mont. 59801. You may also receive a copy by calling area code (406) 329-3768.

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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant

## New USDA Agency Established to Benefit Consumers and Producers

Secretary Bergland has announced the establishment of a new Food Safety and Quality Service, in a reorganization of activities, to better serve consumers and food producers.

The new agency will assume the meat and poultry inspection activities of the Animal and Plant Health Inspection Service, and six functions currently performed by the Agricultural Marketing Service.

The functions are: meat grading, poultry grading, inspection and grading of dairy products, egg products inspection, fruit and vegetable grading (fresh and processed) and so-called "Section 32" commodity purchases for feeding programs for the elderly and for school lunches.

According to the Secretary, the new agency "brings together the perspectives of both consumers and producers on essentially consumer-oriented programs that will allow us to operate more effectively on their behalf."

The administrator of the new agency will report directly to Assistant Secretary *Carol Foreman*.

Under the reorganization, AMS will continue to grade tobacco and class cotton, administer the market news program, marketing agreements and orders, commodity research and promotion programs, food and marketing alert, and 14 other regulatory programs (such as the Federal Seed Act and the Perishable Agricultural Commodities Act).

Meanwhile, APHIS will continue to administer programs to protect plants and animals from diseases and pests, ensure that import/export standards are met for farm animals and products, and promote humane treatment of animals used in agricultural trade, research, and exhibitions.

### HOW CAN IT BE(E)?

It simply defies scientific truths. The bumblebee is just not supposed to be able to fly. Its weight, size, and shape in relation to its wingspan should make flying impossible.

That's according to the theory of aerodynamics. Fortunately for the bumblebee, it is ignorant of the facts and it goes on flying anyway.



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## SOME REVEALING THOUGHTS FROM THE SECRETARY'S ECONOMIC ADVISER

*(The second in a series of interviews with new USDA sub-Cabinet level appointees. Howard Hjort is Director of Agricultural Economics.)*

*What is agricultural economics and how does it relate to farmers and consumers?*

Agricultural economics is the term that traditionally was associated with the farm production part of agriculture. In recent years it has become much broader than that. Agricultural economics now encompasses study of the whole food and fiber system—both nationally and internationally—on such aspects as food supply and demand, prices, marketing, distribution, and policy.

marketing system. We monitor the food system and assess its performance looking for ways in which efficiencies can be introduced into the system.

*What is the extent of your new role?*

My primary role is that of chief economic advisor to Secretary Bergland. That means coordinating all economic analyses and reviewing any matter that has substantial economic policy implications. These responsibilities are Department-wide. Additionally, I have the more specific responsibility of providing direction to the Economic Research Service, Statistical Reporting

Sales Manager, Foreign Agricultural Service, the Agricultural Marketing Service, Economic Research Service, and Statistical Reporting Service. The Department has pieces of the system that are under the jurisdiction of three different Assistant Secretaries—or the equivalent. It can operate that way, but the system needs better coordination. It is an organizational flaw and something should be done about it.

*What are your predictions about food prices?*

It looks now like a 4 or 5 percent increase for calendar year 1977. What happens over the longer term is a combination of two factors. One is the changes in farm prices, labor costs, transportation, fuel, packaging materials, and all those other things that go to make up a bill that you pay at a retail establishment. Anytime



Chief agricultural economist Howard Hjort serves as economic advisor to Secretary Bergland and oversees operation of four USDA agencies. His was the only post of assistant secretary rank which did not require Senate confirmation.

*And as for how it relates to farmers and consumers?*

The food system begins with suppliers of production inputs, and goes through production, processing, transportation, and ends with consumer purchases in retail outlets.

Here in USDA we spend a fair amount of time collecting statistics, as people do in other countries, on the number of acres planted, the production, yields, prices and other factors. We follow a crop from production on through to the consumer who is buying it in the retail store. In each case we identify what the farmer receives, what the middlemen receive who are between the farmer and the final consumer, and what their role is in the

Service, Farmer Cooperative Service, and the Economic Management Support Center.

*Is there anything you've looked at in these agencies that you would prefer to see improved or done differently in any way?*

My views on the world food and agricultural information system are rather fully stated in a report prepared for the Office of Technology Assessment a year and a half ago. I was quoted rather widely on changes I believe could and should be made to improve the operation of that system. But that gets beyond the agencies that are immediately under my control. There are components of the system now operating out of the Office of General

you see food prices that are increasing 3 or 4 percent a year then you know the farmer isn't getting anything out of it. That's the minimum rate of increase, reflecting escalation in wage contracts and other processing charges. The only reason that retail food costs were essentially stabilized last year was that farm value actually decreased. Pure and simple, the farmer got less for what he produced while those other things kept going up. On balance, the decreases to the farmer were about equal to the increases in the rest of the system.

The other factor is weather. Weather is the main thing that influences year-to-year food price changes. And it's not only

*(continued on next page)*

weather in this country, but weather around the world. In the last few years bad weather in Russia has had more to do with our food costs than it did in that country. Because of our pricing system we bear the brunt of the shocks to a greater degree than many other countries.

*Do you agree with those who believe the current weather is part of a trend and that we could be in for some bad times in the future?*

There are at least two conflicting schools of thought about the weather. One says we're headed toward a cooling of the world's temperature; another says we're going to have the opposite effect. I haven't had the opportunity to study them carefully enough to know which one holds the greatest promise.

*How will the drought in California affect crop production this year?*

It won't affect the U.S. total very much, because the Western States do not



account for a large proportion of the major crops—corn, wheat, soybeans. The bulk of those crops is grown in the Midwest and Central Plains. That's the area that is the real threat to crop production for this year. But since late February the weather pattern there has been very different from the preceding months. The moisture rate through most of the area is quite good. There are still deficiencies in sub-soil water supplies, but overall the situation looks quite different.

*Do you feel the U.S. can use its food production power as a political tool in dealing with Russia and the Arab oil countries?*

It could, but it shouldn't. There is a great difference between the use of crude oil and the use of food as a political instrument. It's difficult to believe that one group of humans has a right to tell another group that they should starve to death. That's quite different from telling people that they can't have fuel to carry on a lifestyle to which they are

accustomed. I couldn't in good conscience recommend that we use food as a political tool. There are opportunities for us to trade in a positive way. We have food available and other countries have things we need. So there's no reason why we can't build a very healthy trading relationship.

*How important is agriculture to our total economy?*

It is extremely important. One of the ways of looking at it is through our balance of payments in international trade. In the last few years agriculture has been extremely important in keeping us either in the black or from slipping more deeply into the red in our trade accounts. We've had a favorable account on the agricultural side by exporting more than we import, and an unfavorable account on nonagricultural goods.

*To what extent has the Food Stamp Program affected consumer food prices?*

On balance it has increased the demand for food, so the conclusion is that it has tended to strengthen prices slightly. It does not have a major impact on food prices because even though the "bonus" value has been something over \$5 billion, the total amount we spend for food is just under \$200 billion. The decision to shift from considering food programs as a means for surplus disposal to a means for achieving better nutrition was a major step forward. So while the direct economic impact is that prices have been a little higher, I think it's been a very good trade-off for our society on the whole.

*Would you favor direct distribution of surplus commodities to needy Americans?*

If you were structuring a program that was geared to maximizing the nutritional aspects, analyses would suggest that you have a better chance of doing so if you distribute food that meets nutritional requirements. It's true you can't force people to eat that package of food, but if it's in their home the chances are that they will eat it. This is, of course, a most cumbersome way to achieve a nutritional goal on a large scale. There are numerous other factors that come into play in providing food assistance, and this country made its choice of method quite a while back. Now we seem to be approaching the time when the Food Stamp Program will be, at least partially, turned-in in favor of money. In terms of "cashing out" food stamps, I think we need to recognize that for a given amount of federal dollars we will have less spent for food if we provide cash rather than food stamps.

*What do you feel developing countries must do to eliminate food problems among their people?*

They have to educate their people with respect to family size, and find ways to increase agricultural production. By and large, developing countries have done a good job in terms of increasing farm production, but they are going to have to do better. Their record outstrips, or at least matches, the Western world over the last several years. They are going to have to go back to basic agricultural practices and other techniques to open horizons for new breakthroughs and boosts in yields. There's tremendous farming potential in developing countries. . . much more so than in the Western world.

*Is there a problem with foreign nationals buying large amounts of U.S. farmland?*

There's a large amount of money circulating around the world today looking for a home. People who are concerned for various reasons about investing in their own countries are looking elsewhere for secure long-term investments. If they feel they can get 7 or 8 or 9 percent return by investing in American farmland, there will be a lot of capital moving in. There is some evidence that is happening today, but probably on a fairly low level. But because land prices are going up here, farmland attracts outside investments.

*How serious a problem is there of big corporations moving into farming in this country?*

The extent of corporate involvement varies by subsector. Corporate farming is significant in things like cattle ranching and citrus production, but in grain areas corporate activity has never been very successful. By and large, corporate farming has tended to be no more efficient—and in many cases less efficient—than a well-operated family farm system.

*What impact will Secretary Bergland's grain reserve system have on food prices?*

The intent of the food grain reserve is to eliminate some of the extreme dips and peaks in either farm or food prices. By taking some of the excess grain off the market and tying it up under specified conditions, the government is facilitating the benefit to both farmers and consumers. For example, if we have a very bad crop and prices sharply move up, the grain could be moved back into the market before prices reach the extremely high levels.

*What kind of international grain reserve system would you favor?*

We hope to work with other countries to establish a system that will provide worldwide food grain assurances in the event of disaster, and that will help prevent the erratic moves in prices—the extreme lows and highs.



## KNOW YOUR AGENCY What ASCS Does

The Agricultural Stabilization and Conservation Service administers the nation's farm programs. These programs are designed to:

- encourage full food and fiber production to meet marketplace demands at reasonable prices;
- protect farm income; and
- offer incentives to farmers and ranchers to follow sound conservation practices.

The programs provide loans to help underwrite the cost of food production until farmers can harvest their crops, and to establish a price floor as a hedge against unfavorable market conditions. Loans are currently authorized for milk, cotton, corn, wheat, rice, peanuts, and certain other commodities.

ASCS also makes payments to farmers when certain crops are damaged by natural disasters; when it is necessary to "set aside" land for adjusting crop production; and when market prices fall below reasonable levels.

The loans and payments are provided through the Commodity Credit Corporation for which ASCS provides operating personnel.

ASCS helps protect the environment by sharing costs with farmers for soil and water conservation and, in cooperation with the Forest Service, for planting trees and improving timber stands.

In addition, ASCS has specific responsibilities for defense readiness to assure safe and ample food supplies in the event of enemy attack.

The agency receives weekly reports on energy supplies related to farming which are submitted to the Secretary of Agriculture. It also reports on the use and availability of fertilizers and pesticides in keeping with environmental requirements.



*Crop damage assistance is an important aspect of ASCS work. Above, Carolyn Tice helps farmer apply for aid at ASCS field office in Geneva County, Ala.*

Among other activities, ASCS operates an aerial photography facility which reproduces photos for making quick, accurate measurements of farmland devoted to crops. Taken under contract with private firms, the photos provide visual assistance also to land use planners, geologists, local tax authorities, and the general public.

The agency is cooperating with the Foreign Agricultural Service and other government agencies to develop a crop forecasting system using satellites.

Besides helping farmers, ASCS programs benefit all taxpayers and consumers by:

—creating more and steadier jobs for workers who produce farm equipment and supplies and who are employed in transportation, distribution and retailing of farm-related products.

—strengthening our currency at home and boosting its value abroad by providing a favorable balance of trade.

—providing dollars to buy foreign oil and other imported goods.

ASCS programs are administered in the field by state and county farmer committees.

take if a product later proves defective.

The book is divided into six sections: Food, Materials, Equipment, Gardening, Services, and Recreation. There are chapters ranging from wise food buying to exciting vacation activities.

But the best part, says *James Judd*—at least as far as employees are concerned—is that single copies are available free while the supply lasts. Assistant chief of COMM's Inquiries Branch, Judd said that requests for the yearbook should be addressed to USDA, Publications Division, Office of Communication, Washington, D.C. 20250. "To expedite mailing," Judd said, "please enclose a self-addressed label."

## Secretary Re-establishes Inspector General's Office

Secretary Bergland has recently reconstituted the Office of the Inspector General.

The move reorganizes into a single agency again both audit and investigation activities of USDA. The previous Office of the Inspector General also conducted both functions before it was separated into two agencies in January 1974.

Comprising the new agency will be the functions and responsibilities now performed by the Office of Audit, and its companion organization the Office of Investigation.

The agency will be headed by an inspector general who will report directly to Secretary Bergland. The inspector general will be responsible for directing or controlling all audit and investigation activities within the Department, including formulation of policies and procedures for examining USDA programs.

The inspector general will also provide physical protection for the Secretary and will establish procedures for the security of USDA facilities.

## Play Safety First Before "Putting on the Dogs"

Summer is just around the corner, and for many employees it means wiping off the lawn furniture, pulling out the grill, inviting a few friends over, and "putting on the dogs."

Ah...the smell of smoke-flavored hickory chips bristling under a rack full of basted ribs, steaks, hot dogs, hamburgers, and other barbecue fare.

But before striking a match, keep in mind these safety tips as offered by the National Safety Council:

- set your grill on level ground
- never use the grill where children are playing
- avoid using gasoline to start the fire
- keep water or fire extinguisher handy
- use long-handled tongs when handling food on the grill
- wear pot-holder type gloves while working near the grill
- dress properly—keep loose-fitting clothing away from the coals
- never use the grill indoors
- be extra careful on windy days
- use a top or cover on grill to eliminate sparks.

After barbecuing, close the dampers or "water the fire" to extinguish the burning coals.

## A Way to Get Something for Nothing

Interested in saving money on food...learning more about do-it-yourself home projects...or in planning a low-priced fun-filled vacation?

USDA's Office of Communication may have just the thing you need. It is an extra supply of the 1974 Yearbook of Agriculture, *Shoppers Guide*, which could make even a smart shopper smarter.

An attractive inch-thick hardcover, it helps readers select the right product for the best price, and suggests the steps to

## NEW PROGRAM OFFERS YEAR 'ROUND SAVINGS

The Farmers Home Administration has about \$1 billion that says rural families can do something to save on the use of energy and the cost of utilities.

That's the amount Secretary Bergland estimates is available this year through a new USDA loan program to weatherize rural homes.

Under the program, farmers or other rural homeowners can borrow up to \$1,500 to insulate their homes and thus reduce their heating and cooling costs.

To be eligible for a loan, a homeowner must be a member of a rural electric cooperative and have "adjusted" gross income of \$15,600 or less. The loans will be repayable over a five-year period on monthly bills from the electric cooperatives. A large part of the loans is expected to be repaid from energy savings, estimated at from 25 to 60 percent.

The idea for weatherizing rural homes was proposed by the National Rural Electric Cooperative Association. NRECA will cooperate with USDA's Farmers Home Administration and Rural Electrification Administration in administering the program. FmHA will provide the loans, and REA-financed electric systems will service them.

Secretary Bergland has signed agreements to implement the program with seven rural electric cooperatives. He called the partnership "a demonstration of how government and private institutions can work together to achieve a common goal." Similar agreements are expected to be signed by FmHA state directors and rural electric cooperatives throughout the country.

The Secretary said the coops have agreed to process loan applications, advise residents about home insulation, refer homeowners to qualified contractors, pay the contractors when work is satisfactorily completed, collect from homeowners, and forward the funds to the Farmers Home Administration.

FmHA will reimburse co-ops monthly for paying homeowners' insulation costs, and be responsible for any loan defaults. Officials estimate that the average loan will be about \$500.

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USDA Vol. 36, No. 10, May 11, 1977  
Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant



*Engineer Roger Tuomi puts the finishing touches on the application for a patent for his advanced house design. Counselling him is patent advisor Jennie G. Edwards. Edwards, a University of Wisconsin law student, assists the scientists at the Forest Products Laboratory in patenting their inventions for the benefit of the American people.*

## A Solution to Rising Housing Costs

Looking for a house, but can't afford the prices? There may yet be hope.

A Forest Service employee has invented a better way to build houses that could save 30 percent—or more—of the lumber needed to erect a safe and sturdy structure. And lumber, as everyone knows, is a large part of the construction cost.

Roger L. Tuomi, an engineer at the Forest Products Laboratory in Madison, Wis., calls his invention a lightweight truss-frame house. A patent on the invention, no. 4,005,556, has been assigned to the people of the United States.

Essentially, Tuomi's invention ties together the entire cross section of the house—floors, walls, and roof—into rigid fastened joints that better resist wind, snow loads, and other natural stress.

The house is designed to support a substantial amount of weight without basement posts or first-floor beams. Because of the engineering techniques used, the studs for the house frame can be placed 24 inches apart, instead of the conventional 16 inches. In addition, the whole house frame can be built from 2-by-4's, eliminating the need for larger lumber now used. The combination of these two factors can reduce the lumber for framing by at least 30 percent.

Harry C. Leslie, Forest Service information specialist, indicates that the frames can be produced at plants, bundled into packages, and easily transported to job sites.

## USDA Is Number Five!

Latest figures released by the Civil Service Commission show USDA, with a total of 111,247 employees in February, as the fifth largest agency in the Federal Government. The USDA total represents a 5,000-employee decrease from the 1970 level.

According to current figures, agencies with larger employment totals than USDA are the Department of Defense (no great surprise!) with 993,767 workers; Veterans Administration with 223,261; Department of Health, Education and Welfare with 156,527; and the Treasury Department with 134,382.

Rounding out the top 10 largest agencies, at least in terms of total employment, are the Department of the Interior with 77,649; Department of Transportation, 74,853; Justice Department, 53,249; Department of Commerce, 38,352; and the State Department, with 29,895.

Overall, total civilian employment in all three branches of Government—Executive, Legislative, and Judicial—stood at nearly 2.2 million, including 127,000 employees overseas. Counting the U.S. Postal Service, an independent agency, total employment amounted to more than 2.8 million.

The latest figures also showed USDA with 81,099 full-time permanent positions, again ranking fifth among agencies. Other items pointed out by the new figures are that:

- total Federal Government employment is down by nearly 27,000 from a year earlier.
- Federal Government employment in the Washington, D.C., metropolitan area stands at slightly more than 350,000 workers.
- there are 23,131 workers in the youth programs who are exempted from agencies' personnel ceilings.

## As A Matter Of Fact . . .

**PASS THE MARGARINE PLEASE**—It used to be "pass the butter." But now margarine is the leading favorite. In one generation, butter has traded places with margarine in the American diet. In 1975 Americans ate less than five pounds of butter and over 11 pounds of margarine. In 1950, the reverse was true.

**MEAT THIEVES**—American consumers lost more than 73 million pounds of red meat in 1975 to the lean, scraggy, carnivorous coyote. ARS reports that during that year coyotes killed nearly 1 million sheep in 11 western states.

**THE HOTTEST PLACE IN TOWN**—According to Woodsy Owl, the hottest place in town may be your attic—especially during the summer heat. Attics can reach 160°. An attic fan will reduce the heat and the strain on your air-conditioner. It will save you money as well as electrical energy.



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## THE FORECAST FOR RURAL DEVELOPMENT BY THE DEPARTMENT'S RESIDENT EXPERT

*(The third in a series of interviews with new USDA sub-Cabinet level appointees. Alex Mercure is Assistant Secretary for Rural Development. He directs the Farmers Home Administration, the Rural Development Service, and the Rural Electrification Administration. Mercure was interviewed enroute to Washington's National Airport.)*

**Secretary Bergland has said that he wants greater emphasis placed on rural development. Has he given you any special instructions?**

None except that he wants rural development to become an important part of the Department's mission, and for my office to make certain that those authorities the Department has are utilized effectively.

**What is the Department doing to help people get involved in rural development?**

We've done a lot of things already. In February, the Secretary announced a new weatherization program to help rural residents insulate their homes and thus reduce their utility bills. The program involves the Farmers Home Administration, the Rural Electrification Administration, and rural electric cooperatives. We are also participating in some discussions with the Edison Electric Institute on the whole concept of weatherization for low-income families. Many co-ops have already signed up and are essentially providing the retailing of FmHA assistance for weatherization.

**How effective do you think the weatherization program will be?**

We believe it will accomplish two important goals. We estimate that it will reduce energy use by 20 to 45 percent, and slow down the inclination for energy costs to rise. Increased utility costs will seriously affect rural citizens most because of their lower incomes.

**Do you think rural residents will also be more adversely affected by the President's energy program?**

I think to some extent they will. Even though rural people don't drive as much as city folk, they usually have to go longer distances. The President's program is going to affect farmers a great deal. The cost for fertilizer, particularly, is going to increase dramatically.



*Mercure poses with Secretary Bergland (middle photo) and carries out first official act (bottom photo) after being sworn in as Assistant Secretary for Rural Development.*

**Do you think migration from cities to rural areas will continue to increase over the next few years?**

I think so. There are many elements that are contributing to rural growth. Among them is the growing recognition that rural areas are no longer as disadvantaged as they used to be, say, back in the early 1950's. In addition, FmHA—through its loan guarantees to business and industry—is stimulating the flow of private capital into rural areas, which is helping to reverse the whole cycle of rural unemployment. But in order to put a firm foundation under the rural economy, we also have to build a firm base under rural medical services, transportation, housing, and community facilities—so that the quality of life does not deteriorate when people migrate to rural communities. That deterioration did take place in urban areas. The interest and investment flow stopped, and the neighborhoods began to deteriorate. We want to prevent that in rural communities.

**As a critic of some past approaches to rural improvement, what changes do you hope to stimulate?**

We believe we can change the way mortgages are currently handled in our interest subsidy program so that people with lower incomes can qualify for those mortgages. In addition, we think the rural rental supplement program, which FmHA has never implemented, should be put to use so that people in rural areas can get a good crack at improved housing. If we can increase the number of people who qualify for home mortgages, we could reduce the number who are now given rental supplements. The additional benefit is that the impact on the federal budget is also reduced to the extent that people begin to start owning their homes and paying on their mortgages. Another element I think is important is to begin coordinating our resources with other federal agencies and with local units of government. If we can accomplish that, I think we can make certain that we don't just build houses or sewage facilities, but that we do a comprehensive job of community development.

*(continued on next page)*

**Do you see a need for more industry in rural communities?**

That's another area we think there is good prospect for getting something going. The Secretary himself has said on numerous occasions that we need to provide better opportunities for rural workers to stay home and find a job. While the number of rural non-farming jobs has increased in recent years, we still need to accelerate the pace to make it compatible with small town needs. But we have to do it in a comprehensive fashion. We've made some recommendations to Congress and amended two key statutes to improve our ability to respond to rural people's needs.

**Are USDA loans to industry useful in providing more jobs in rural areas?**

Yes. Our loan guarantees (at least from our short experience with them) have had a very important effect of drawing industry and private investment into rural communities which previously have not had it. In time I think that process will build more volume, and pick up more speed. However, with the President's energy message in mind, I think it is important for us to look at those activities which produce more jobs. We should examine the energy implications of industry decisions.

**There have been several reports that minority farmers have received disproportionately small amounts of USDA loans. Will efforts be made to increase loan assistance to those farmers?**

Secretary Bergland has said that discrimination in employment and in allocation of resources is at an end. I don't think that statement should be taken lightly. In terms of allocating our resources, we are going to have to make certain that everybody gets a good crack at them. We also have to take a look at our personnel policies that prevent us from hiring minorities who may not have agricultural degrees.

**What is your reaction to comments that the Rural Electrification Administration is out of date?**

I believe those people who say that are thinking that the only need for REA was to get electricity to rural communities during the 1930's and 40's. But I think that REA is still serving areas of this country—through its cooperative system—that would quit getting service if the agency went out of business. There is a continual need to keep improving the quality of electrical energy provided to rural communities. However, electricity is not the only thing. REA has a fairly extensive responsibility in rural telephone and other communications. That's

a 10 to 12 year job that has not been done either, and it's part of rural areas improvement.

**What is the possibility of REA providing educational and cable television to rural areas?**

I think REA can provide a whole range of communications services using "broad band" equipment. It's possible for REA to build and capitalize a system which could be leased and used in education, entertainment, local government, and health and medical care, for example. But I don't think cooperatives and rural telephone companies should get involved in issues of the fairness doctrine and the equal time provision REA must make certain that it is not responsible for what goes over the wire. That still remains the responsibility of the private sector.



**Are there any plans for expanding the one-stop computer information system on rural development assistance now operating in rural areas?**

Certain elements of expansion are important. Both in terms of the kind of information being provided through FAPRS (Federal Assistance Programs Retrieval System) and in terms of its availability to more communities. But those decisions have to be balanced against the total additional costs. I think that the quality of information offered under the system can definitely be improved and that we could provide more than just information that certain funds are available. Because it's very frustrating for a community to be told, for example, that the Farmers Home Administration has money for business and industry, only to have the community learn that all the funds have been committed. We are not going to be able to build goodwill that way.

**How do you think rural areas will change by the year 2000?**

I think we are going to see communities that are fairly comprehensive in terms of their ability to serve the people. But a lot hinges on the energy issue. Energy could affect the development of rural communities as well as our economy, and economies all over the world.

**What influenced your decision most to join USDA?**

I couldn't resist the title Rural Development. That's my line. □

## WHAT IT TAKES TO BE THE BOSS

What would you do if you didn't have to work? If you didn't have to earn a living and could do anything you wanted?

Chances are you would "work anyway."

Sixty percent of 7,000 executives said they would when polled by the American Management Association. Reported in a national business magazine, the poll was conducted by AMA and Dr. Preston G. McClean to determine the three factors that contribute most to a manager's self-respect.

Based on responses, the three most important are—

- feeling that the work is worth doing
- being able to work to capacity
- knowing the organization has a good image

Other factors cited were:

- earning an equitable salary
- growing on the job
- doing work each loves best

Of their present jobs, 99 percent said the work is worthwhile; 96 percent said they enjoy their work; 95 percent felt the job fits them well; and 91 percent said they are learning on the job.

## This Year's 12 'Most Influential Words'

Nowadays, you probably feel, people talk more than they listen. But if you really want to get someone's attention, just mention one of 12 little words.

According to a Yale University study, reported in *PR News*, the 12 most influential words—and ones people like to hear most—are **Save, Money, You, New, Health, Results, Easy, Safety, Love, Discovery, Proven, and Guarantee.**

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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant





*The contemporary style of the Arboretum's Administration Building blends well with its planted surroundings.*

## PLEASURE ABOUNDS IN USDA OUTDOOR MUSEUM

How would you like to take an afternoon stroll through an avenue of flowering dogwoods? Drive leisurely along a stream-edged woodland of ferns and wildflowers? See 70,000 colorful azaleas shaded by oak, dogwood, and tulip trees? You can at the National Arboretum in Washington, D.C.

A few minutes from the sound and fury of Capitol Hill, the National Arboretum is a peaceful outdoor museum of trees, shrubs, flowers, ferns, and exotic plants.

Established in 1927, the Arboretum is administered by USDA through the Crops Research Division of the Agricultural Research Service. It is headed by Dr. *John L. Creech*, world famous plant explorer and horticulturist.

Researching plants and providing information to the public about trees and shrubs are the main concerns of the Arboretum. But in addition to being a research and education center, the Arboretum is a place simply to enjoy nature.

The Fern Valley Trail, for example, is a naturalistic planting of ferns, wildflowers, trees, and shrubs. This winding trail gives nature lovers an

opportunity to explore the variety of woodland wonders. Throughout the valley, plants are grouped according to their natural environment. The delicate plummy fronds of the New York fern brighten shaded spots in the moist woody areas.

In another part of the valley, a rocky slope provides a natural setting for plants like the spinulose woodfern and the flowering hepaticas that thrive in the shade and loose soil of rocky crevices.

One of the most important groupings of plant material at the Arboretum is the Gotelli collection of Dwarf Conifers. On a neatly landscaped hill, fifteen hundred slow-growing and dwarf conifers contrast dramatically with their normal size counterparts. Some of these conifers are only a few inches tall; others range up to six feet in height.

The Arboretum also houses the National Bonsai collection. The 53 miniature trees and shrubs were given to the United States in tribute to the nation's bicentennial. The plants—one which is over 350 years old—comprise some of Japan's most treasured specimens. Pines, camellias, flowering plums, and junipers

## 1877 Was A Very Good Year

With the Bicentennial celebrations over, now might be a good time to recall some of agriculture's highlights just a hundred years ago.

According to a report by the Agricultural Stabilization and Conservation Service, 1877 was the year *James Oliver* perfected his chilled-iron plow. It was also the year USDA succeeded in laying the base for today's extensive crop reporting network.

To accomplish that feat, USDA put together a corps of 4,000 volunteer correspondents who agreed to submit monthly reports on crop conditions from all over the country.

Eighteen seventy-seven was also the year an alarmed Congress appointed a committee headed by *Charles V. Riley* to study the devastating farming losses caused by grasshoppers in the Western States. Riley, who was regarded as the founder of economic entomology, became chief entomologist for USDA the following year.

In 1877, cattle diseases caused by shipment of animals by rail prompted USDA to assign agents throughout the West to report on the presence of sick livestock, and to detail a full-time veterinarian to supervise the Chicago stockyards.

U.S. shipments of cattle to Britain also soared in 1877, just a few years before the British rushed to enact import restrictions.

By 1877, the total number of farms had jumped to 4 million, from only slightly more than 2.5 million seven years earlier. Although the number was eventually to go higher, the rate of growth was never to be the same.

Finally, says ASCS, 1877 may have been the first year American farmers came to Russia's rescue. The Chicago Drovers' Journal reported in one of its 1877 issues that a major U.S. canning firm had received an order from the Russian Government for every single can of beef the firm could process in a year. The beef was used as packing "material" (similar to C-rations) for soldiers fighting the Russian-Turkish War.

And that's the way it was in 1877!

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are among the many varieties of bonsai displayed in the Arboretum's outdoor pavillion.

During May, visitors to the Arboretum can see azaleas and rhododendrons in bloom on the slopes of Mt. Hamilton. Abundant species of wildflowers and formal gardens of peonies are also at their peak. June is highlighted by the blooming of daylilies and waterlilies. Then come the crape myrtles and hibiscus.

# PEOPLE

Secretary Bergland has named three new people to head Agricultural Stabilization and Conservation committees in Florida, Kentucky, and Missouri. They are *Ralph W. Cellon, Jr.*, (for Florida); *Cynthia A. Duncan* (Kentucky); and *Garnett A. Salmon* (Missouri).

Their job will be to administer federal price support and conservation programs in their states.

Cellon is a former state director and executive committeeman of the Florida Cattlemen's Association and a member of the state farm bureau. He owns and operates a farm producing cattle, corn, soybeans, and potatoes.

Duncan, who is the first woman to head a state ASC committee, is a member of the Henderson County Farm Bureau and the local Red Cross board. She operates a 2,000-acre farm along with her husband and father.

Salmon has been a farmer in Missouri since 1940 and an ASC county committeeman for 22 years. He is a member of the state farm bureau and the Missouri Cattlemen's Association.

Secretary Bergland also named *Stanlo Johns* and *John S. Pittman* as members of the Florida ASC committee; *Tipton Graham* and *Floyd A. Massey* as Kentucky members; and *Denver Baker* and *Douglas R. Riddick* to the Missouri committee.

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*Randy Torgerson*, administrator of the Farmer Cooperative Service, has received the Distinguished Service Award of the Alpha Gamma Rho, Washington (D.C.) Alumni Chapter. The award is presented annually to a member of the fraternity who has made significant contributions to agriculture and his community. Previous recipients include former Secretary Butz and *Ovid Bay*, USDA Extension Service.

## There's Nothing Half-baked About This Idea

What do you do when you have more food than you need at the moment, and you want it to be put to good use? Build a school, what else?

That's what the Wheat Associates, U.S.A. did in Indonesia to increase consumption of wheat products and boost exports of American wheat.

Wheat Associates, a USDA cooperator acting on behalf of U.S. wheat growers, established a baking school in Djakarta on the Trisakti University campus. The purpose was to teach students how to prepare a wider variety of baked products. Currently, about 60 percent of Indonesia's wheat goes into making breads, cookies, and



Assisting Secretary Bergland (second from left) kickoff this year's Savings Bond Campaign are Frank Gearde, Jr., left; Assistant Secretary Mercure; and Earl Hunigan, right.

## Secretary Launches Savings Bond Campaign

Secretary Bergland, Chairman of the 1977 Savings Bond campaign within the Department, kicked off this year's efforts with a rally for agency heads, campaign coordinators, and canvassers.

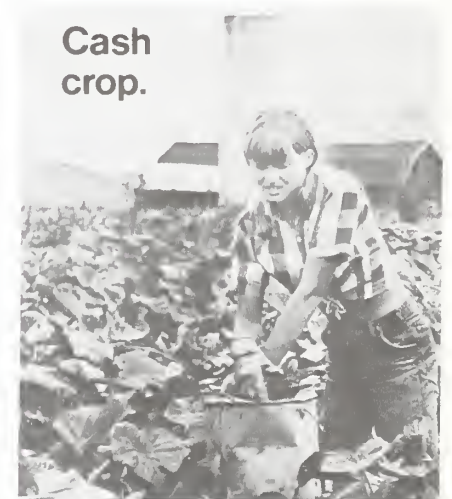
The Secretary announced that the goal for this year's campaign, which runs from May 16 to June 15, is 80 percent participation.

In opening the campaign, the Secretary said: "I needn't go into the many values of participating in the Savings Bond Program, because I know from my own personal experience that the only way mom and I can set money aside, even at my salary, is to be in a regular program. And, of course, we're making a contribution, not only to our own personal and private economic security and welfare, but an enormous contribution to the needs of the United States.

"So I'm here today to tell you how much importance I attach to the payroll savings plan and participation in the program. I am persuaded that we can easily achieve the 80 percent target, provided each of us, in our own way, does that which we are best equipped to do, namely, not only to enroll, but to encourage our friends and associates to enroll."

*Alex Mercure*, Assistant Secretary for Rural Development, is the campaign vice chairman. He is being assisted by *Nooley Reinhardt*, his confidential assistant; *Earl Hunigan*, deputy administrator for management, Food and Nutrition Service (FNS); and *Frank Gearde, Jr.*, director of the Management Services Division, FNS.

Campaign coordinators and canvassers in each agency will insure that each employee is personally contacted and given the opportunity to participate in Savings Bonds or increase a current allotment.



Keep both eyes on the present and one eye on the future. Plant \$75 in Savings Bonds today and harvest \$100 in just five years.



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cop. 2



## Employees Honored With USDA's Top Awards

Eighty-one employees in 27 states and the District of Columbia received the Department's Distinguished Service and Superior Service Awards at USDA's 31st Annual Honor Awards Ceremony on May 26. The ceremony was held at the Sylvan Theater on the grounds of the Washington Monument.

A Distinguished Service Award was also presented to the Agricultural Attache's Office in Tokyo, Japan, while 16 work units throughout the United States received Superior Service Awards for outstanding group achievements.

The Awards, USDA's highest honors, are presented annually to employees whose special achievements have contributed to increased effectiveness of Department programs or to improved efficiency of office operations. All USDA employees are eligible to be nominated for the awards.

Commenting on this year's award winners, Secretary Bergland said: "The employees we honor today exemplify the outstanding

spirit of independence and leadership that characterizes the people of our food and fiber system. They are dedicated, determined, and discerning individuals.

"We can all be proud of the contribution to American farming made by the employees honored here. We are proud, in part, because of their individual contributions, and more broadly because the entire Department of Agriculture contributes so importantly to the success of our agricultural team.

"The success of that teamwork enables our agricultural exports to offset deficits in other parts of U.S. world trade. Last year, for example, we exported \$23 billion in agricultural products, while importing only \$11 billion worth, giving us a favorable balance of \$12 billion. . .

"On this 31st anniversary of the Honor Awards Program, let me congratulate this year's award winners—and all members of the Department—for their steadfast service on behalf of farmers, the general public, and the world."

## DISTINGUISHED SERVICE AWARDS

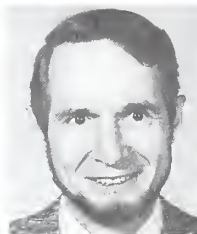
**David Volkin**, Senior Agricultural Economist, FCS; Washington, D.C.

For untiring, unselfish and outstanding leadership toward development of farmer cooperatives through individual and team efforts and through encouragement, stimulation, and assistance to the entire Farmer Cooperative staff.



**Lyle P. Schertz**, Deputy Administrator, ERS; Washington, D.C.

For excellence in managing major programs in a wide range of emerging issues and in synthesizing the efforts of diverse groups of professionals to establish workable programs.



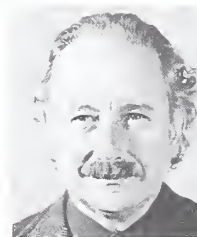
**Robert W. Cermak**, Forest Supervisor, FS; Asheville, N.C.

For skillful leadership in establishing a managerial climate on the National Forests in North Carolina that resulted in high standards of achievement through employee involvement and commitment to specific objectives.



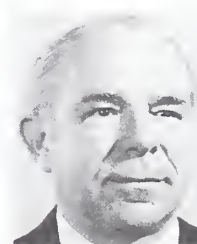
**Theodor O. Diener**, Research Plant Pathologist, ARS; Beltsville, Md.

For the discovery of the viroid and for continued pioneering research into the structure, properties, and replication of this new class of pathogens and the diseases they initiate.



**Charles F. Lewis**, Staff Scientist, ARS; Beltsville, Md.

For innovative leadership and contributions to national and international agriculture in research and administration; carrying out ARS responsibility and Department policy for reducing vulnerability of our plant germplasm resources.





**Tien C. Tso**, Chief, Tobacco Laboratory and Plant Physiologist, ARS; Beltsville, Md.

For developing safer tobacco and for improving other agricultural products for consumers through physiological, biochemical, and phytochemical research on tobacco.

**Agricultural Attache Office, FAS; Tokyo, Japan.**

For exemplary performance in helping to increase fiscal year 1976 U.S. agricultural exports to Japan to a record level of \$3.4 billion despite recession and increased trade barriers in that country.

## ***SUPERIOR SERVICE AWARDS***

### *Agricultural Economic Development*

**Porter L. Barnett**, NASDA; Lansing, Mich.

**Mary F. Eisenmenger**, ASCS; Corydon, Ind.

**John W. Kirkbride**, SRS; Washington, D.C.

**Ronald D. Krenz**, ERS; Stillwater, Okla.

**J. Frank McGill**, CES; Tifton, Ga.

### *Emergency Preparedness*

**Boyd N. Yancey**, ASCS; St. Anthony, Idaho.

### *Environment and Natural Resource Protection*

**John M. Allen**, SCS; Portland, Ore.

**Delta M. Benoit**, SCS; Albany, Ore.

**Raymond C. Borchard**, SCS; Sacramento, Calif.

**Marilyn Clark**, FS; Seattle, Wash.

**Raymond B. Daniels**, SCS; Raleigh, N.C.

**Henry W. DeBruin**, FS; Washington, D.C.

**Joseph W. Haas**, SCS; Washington, D.C.

**John B. Litchfield**, SCS; Jackson, N.C.

**Weymeth E. Long**, SCS; Anchorage, Alas.

**Stanley E. Palmer**, SCS; McConnellsburg, Pa.

**Harold E. Scholl**, SCS; College Park, Md.

### *Equal Employment Opportunity and Civil Rights*

**Alfredo F. Arce** (deceased) SCS; Seguin, Tex.

**Ernest L. Finger**, FS, New Orleans, La.

**B. Ernest Ford** and **Patrick J. Shea**, FS; Berkeley, Calif.

**Fannie M. Harrell**, FS; St. Paul, Minn.

**Irene F. Ingram**, SCS; Temple, Tex.

**Edward T. Leonard**, APHIS; Washington, D.C.

**Hollis R. Madison**, SCS; Albuquerque, N. Mex.

**Mary E. Manigault**, APHIS; New York, N.Y.

**Robert L. Quinichett**, ASCS; Washington, D.C.

**Eula C. Taylor**, ASCS; Kansas City, Mo.

### *Human Resources Development*

**William G. Boling**, FNS; Washington, D.C.

**Orval G. Kerchner**, FNS; Washington, D.C.

**Harriet E. Meldahl**, CES; Duluth, Minn.

**William M. Mills**, CES; Wayne, Mich.

**Tereca Sutliff**, FmHA; and **Karen Roberts**, FmHA; Yakima, Wash.

### *International Agricultural Affairs*

**R.E. Anderson, Jr.**, FAS; Washington, D.C.

**Charles W. Pence**, OGSM; Washington, D.C.

**Fletcher Pope, Jr.**, ERS; Washington, D.C.

**Frances E. Wolf**, FAS; Washington, D.C.

### *Management Effectiveness and Improvement*

**John B. Arthur, Jr.**, FS; Juneau, Alas.

**Anita B. Brown**, SRS; Washington, D.C.

**William T. Burke**, APHIS; Washington, D.C.

**Ernest L. Corley, Jr.**, ARS; Washington, D.C.

**Kathleen F. Ellis**, APHIS; Washington, D.C.

**Janice M. Grindey**, SCS; Madison, Wis.

**George W. Hall**, FNS; Washington, D.C.

**Carol J. McConnell**, FNS; Washington, D.C.

**Gerald R. Miske**, APHIS; Washington, D.C. and **Carl H. Momberger**, APHIS; Hyattsville, Md.

**John R. Myers**, CSRS; Washington, D.C.

**Thomas P. Netting** and **Georgiana J. Francisco**, ERS; Washington, D.C.

**Thomas T. Osasa**, OA; San Francisco, Calif.

**Thomas V. St. Pierre**, OI; Washington, D.C.

**Verlon K. Vrana**, SCS; Washington, D.C.

### *Marketing and Consumer Services*

**L. Joe Cordell**, AMS; Springfield, Ill.

**H. Connor Kennett, Jr.**, AMS; Washington, D.C.

**Robert J. Lee**, NASDA; College Park, Md.

**Harlan L. Ryan**, FGIS; New Orleans, La.

### *Rural Community Development*

**William F. Albrecht**, REA; Bismarck, N. Dak.

**Fred H. Brownlee**, FmHA; Powell, Wyo.

**Elsie H. Castille**, CES; Breau Bridge, La.

**Charles A. McCarty**, SCS; Centerville, Ia.

**Evelyn M. Seversen**, CES; Little Rock, Ark.

Continued next page—





*Under clear sunny Washington skies, Secretary Bergland presents a Distinguished Service Award to Lyle P. Schertz (above), deputy administrator of the Economic Research Service, and a Superior Service Award to Harriet Meldahl (below) of the Cooperative Extension Service, Duluth, Minn.*



#### *Science and Education*

**Donald D. Bell**, CES; Riverside, Calif.

**Ernest Brazzle**, CES; Memphis, Tenn.

**George R. Carlisle**, CES; Urbana, Ill.

**John L. Creech**, ARS; Washington, D.C.

**Harold P. Dupuy**, ARS; New Orleans, La.

**Halwin L. Jones**, NASDA; Gainesville, Fla.

**Robert N. Klein**, CES; McCook, Neb.

**Robert A. Lamar**, CES; Chickasha, Okla.

**Vernon G. Pursel**, ARS; and **Lawrence A. Johnson**, ARS; Beltsville, Md.

**Keith Raymond Shea**, FS; Washington, D.C.

**Edward Uvacek, Jr.**, CES; College Station, Tex.

## **GROUP ACHIEVEMENT**

### *Environment and Natural Resource Protection*

**Miami Plant Inspection Station Staff**, APHIS; Miami, Fla.

**Targhee National Forest**, FS; St. Anthony, Idaho.

### *Equal Employment Opportunity and Civil Rights*

**Contracts Section, Management Services Division**, FNS; Washington, D.C.

### *Human Resources Development*

**Blackwell Civilian Conservation Center**, FS; Loana, Wis.

### *International Agricultural Affairs*

**Information Division**, FAS; Washington, D.C.

**Palm Oil Study Group**, ERS; Washington, D.C.

### *Management Effectiveness and Improvement*

**Antibiotic Residue Group**, APHIS; Beltsville, Md.

**Compliance Staff Officers in Charge**, APHIS; Des Moines, Ia.

**Forest Service Fitness Program Development Team**, FS; Missoula, Mont.

**Information and Publications Unit**, COMM; Washington, D.C.

**Lafayette Parish ASCS Office**, ASCS; Lafayette, La.

**Marshall County ASCS Office Staff**, ASCS; Holly Springs, Miss.

### *Rural Community Development*

**Powell County Rural Development Committee**, Stanton, Ky.

**Watertown County Office Staff**, FmHA; Watertown, N.Y.

### *Science and Education*

**Research Work Unit, Diseases of Western Forest Insects**, FS; Corvallis, Ore.

**Sewage Sludge Land Utilization Research Group**, ARS; Beltsville, Md.

## **USDA Winners of Major Non-USDA Awards**



**John R. McGuire**, Chief, U.S. Forest Service, Washington, D.C.

One of ten recipients of the 1976 *Career Service Award* sponsored by the National Civil Service League. Employees who exemplify the career service through an outstanding record of efficiency, achievement, integrity, and dedication to public service are recognized by the award.



**Dorothy I. Fennell**, Microbiologist, ARS; Peoria, Ill.

One of six recipients of the 1976 *Federal Woman's Award*. The awards are granted to career women whose outstanding accomplishments have contributed to administrative, social, scientific, or technical progress in the work of a Federal agency.

(Continued on next page)



**Robert J. Lillie**, Research Animal Scientist, ARS; Beltsville, Md.

One of the ten most *Outstanding Handicapped Federal employees* of 1976 given honorary recognition by the Civil Service Commission for significant achievements in spite of severely limiting physical handicaps.

#### **Paperwork Planning and Systems Branch**

Seventeen Agriculture Department employees were recognized with the 1976 Federal Government Paperwork Management Award granted by the Association of Record Managers and Administrators. C.R. Hanna, Jr., Office of Management and Finance, Team Leader, accepted an Award of Excellence for the group.



*Members of the 1977 Honor Awards Committee, who recommended to Secretary Bergland approval of this year's awards, pose outside of the Administration Building in Washington, D.C. They are (left to right): John Froyd, news director, KNMT-TV, Alexandria, Minn.; Josephine Martin, president, American School Food Service Association, Atlanta, Ga.; William M. Seabron, former assistant to the Secretary of Agriculture, Washington, D.C.; Dr. Francis J. Mulhern (chairman), administrator of APHIS; Woodrow Wilson Diehl, Marywood Farms, Inc., Indianola, Iowa; Joseph M. Robertson, executive director, National Association of Schools of Public Affairs and Administration, Washington, D.C.; and Dr. Angel Gomez, associate professor, New Mexico State University, Las Cruces, N. Mex.*

## **PEOPLE**

Secretary Bergland has named three new chairmen to the Agricultural Stabilization and Conservation committees in Vermont, Kansas, and Utah. They will be responsible for administering USDA farm programs in their states.

The three are Lloyd H. Patterson, Vermont; Boyd W. Munns, Utah; and John H. Adrian, Kansas.

Patterson operates a dairy farm and is a former member of the Vermont ASC committee. He is president of a local cooperative and a member of the American Farm Bureau Federation.

Munn is also a former ASC committee member who manages a 3,000-acre farm. He is former city councilman and member of the National Farmers Union.

Adrian, too, is a member of NFU, and a farmer who raises feed grains, hogs and cattle, milo hay, and silage.

Named as state committee members were Robert Howrigan and Richard A. Moore in Vermont; Dean W. Anderson in Utah; and Fred M. Beachner and Raymond J. Ring in Kansas. □

A tree takes time. Plant a tree today and it may be twenty years before you can spin fibers, laminate beams, or turn out rolls of newsprint. That's why a tree is such a long-range investment in the clothing, housing, and teaching of Americans. If money grew on trees, you'd wait many a year for that special vacation, new car, or home. But you can be richer quicker with United States Savings Bonds. When you take stock in America through your Payroll Savings Plan, you become one-third richer in five years or you can double your money in twelve years.

## **New Deputy Manager For Crop Insurance Named**

W. Otto Johnson, former crop loss adjuster, has been appointed deputy manager of USDA's Federal Crop Insurance Corporation. FCIC is a wholly owned government corporation which offers farmers insurance against crop production losses from drought, storms, freeze, insects, plant disease, and other hazards. Administered by USDA, FCIC currently insures 23 crops for \$2 billion in 1,467 counties in 39 states.

Johnson joined FCIC in 1959 and progressed from part-time crop loss adjuster to supervisory positions. He was appointed South Carolina state director in 1967. In 1971, he became responsible for all crop insurance contact service and loss adjustment activity in Georgia, Florida, South Carolina, and southern Alabama.

In 1975, he became regional director for sales, servicing, and loss adjustment operations in Kansas and Colorado.

Johnson grew up on a family farm in Spartanburg County, S.C., and was a farmer until 1959. He is also a former county commissioner of the Agricultural Stabilization and Conservation Service.

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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant



AUG 11 '77

## Formulating A Foreign Policy For Food Is Hathaway's New Role

*(Part four in a series of interviews with the new USDA sub-Cabinet level appointees. Dale Hathaway is Assistant Secretary for International Affairs and Commodity Programs.)*

### What is your role as Assistant Secretary?

To advise Secretary Bergland on all commodity programs and matters dealing with international relations in the agricultural field.

### What is the most difficult aspect of your new job?

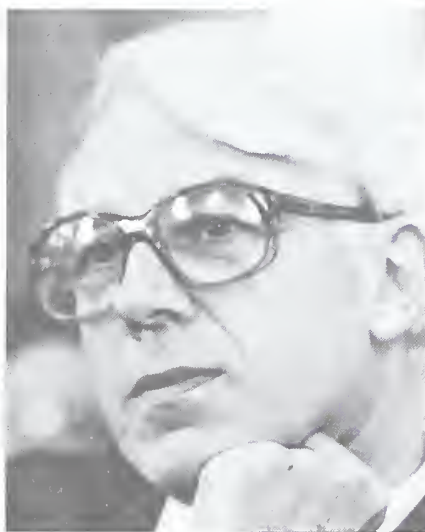
There are several difficult aspects. But perhaps the most difficult is trying to develop a policy that, (1) maintains a fairly delicate balance between a fair and adequate income for U.S. food producers and price levels that will enable us to move our products abroad, and (2) provides the capability to meet whatever food needs foreign and domestic consumers have.

### Do you see any overlap between the agencies you supervise and any other USDA agencies?

No. I see a high degree of complementarity. Some of the agencies have responsibilities related to medium and long range activities, as in the case of analyses, while others have more immediate objectives. Basically, I am responsible for the development and operation of current programs which, too, are highly complementary. Many aspects of the Economic Research Service, and the Agricultural Research Service, for example, deal with elements that are part of a necessary framework within which shorter run decisions have to be made.

### What sort of contribution will agriculture make to the balance of payments in the coming years?

I think it is inevitable that if we follow a right set of policies agriculture will make a significant contribution to the American balance of payments. The



sheer growth in population and income in the world means that American food producers will be called upon increasingly to provide food-stuffs for more and more people outside of this country as well as within. It's the kind of thing we should be doing in world trade since agriculture is one of our most efficient industries.

### To what extent will the President's energy program affect U.S. farm exports?

It would be difficult to judge. But I doubt that it will have any effect given the fact that U.S. agriculture is no more energy intensive than the other major exporters. Inasmuch as some countries are high energy users and have no natural energy resources of their own, the President's energy policy might even increase the competitive position of the United States. But that is something I think we need more evaluation of before we can give a firm answer.

How will our farm exports be affected by the recent trend of foreign citizens buying farmland here, producing food, and shipping it to their own and other countries?

I honestly don't know to what extent citizens from other countries are buying U.S. farmland, so I don't know how it would affect any trend. But to the extent that someone is buying American farmland and shipping food produced on it back to their country, it would show up as a sale in U.S. export figures.

### Should the sale of U.S. farmland to foreign nationals be prohibited or restricted?

It's a very complex question. I would have some reservations about widespread ownership of any of our basic natural resources, including farmland, by foreign governments or non-citizens.

### Is it true that this country is the world's breadbasket?

It is true that this country is the world's leading exporter of farm products. But most countries are reasonably close to self-sufficiency in farm production. American food products are in many countries providing the difference between people having a minimum adequate diet, on one hand, and something less than that on the other. In other countries, it is the difference between people having a minimum diet and a rather good diet. Those are the differences that largely come from U.S. farm exports.

### How long will the U.S. continue to help meet other countries' food needs?

I don't know. With regard to food aid, I suppose that is up to the Congress in terms of how long they are willing to appropriate money and make commodities available under Public Law 480.

### Besides exporting food, what are we doing to help developing countries feed themselves?

Our government has a number of programs to assist in the overseas food development process. The bulk of them are run through the U.S. Agency for International Development. The Department of Agriculture cooperates

(continued next page)

in these efforts partly through ERS and ARS by providing technical assistance, training programs, and other aid.

**By helping these countries, are we creating competition for our export markets?**

Not in the sense that most people think. For a very simple reason. The countries which are receiving the bulk of our help in developing their production capability are not countries which have buying power to sustain large imports. Unless they are able to have a sustained period of economic development, they will essentially be non-cash consumers or just not eat. Our assistance is not directed toward countries that are middle and high income nations and are rapidly growing commercial markets. So I don't think we are really creating competition. In fact, one of the things that brings a country to the point where it becomes a good cash customer of farm products—whether from their own lands or from imports—is the process of rapid economic growth, including agricultural development. Take Taiwan and Korea, for instance, the two outstanding examples in the world. They have had some of the most successful programs in terms of agricultural development, and yet are very rapidly growing importers of farm products from the U.S. and other countries.

**Why doesn't the United States use its food power to force the Arab countries to lower oil prices?**

I think it's an unproven assumption that we have a food power. If we look at the countries mentioned, we see that they have relatively small populations and very large resources with which to buy things, so they can get all the supplies they want from somewhere else. That means that the use of "food power" is not a realistic way to deal with oil prices. Even if it did exist, I am not convinced that using food as a political weapon is a very wise way to act in this world.

**How can the United States make informed trades with Russia, or determine worldwide food needs, if the Russians refuse to say what their carryover food supplies are?**

This, of course, creates a problem and it's one in which we are having continuing discussions with the Russian Government. We need more information regarding their crops and prospective imports in order to do business with them and try to carry on some kind of stable agricultural trade.

We hope we can have a fuller exchange of information with the Russians.

**How useful are U.S. satellites in predicting worldwide crop production?**

I think they have some potential, largely unrealized at this point. They are still experimental and require a great deal more work, I think, before they will be highly accurate predictors of current crop conditions.

**There were reports three years ago that Russia imported wheat from us and then sold it back to us at considerably higher prices. Is this true and is there any danger the Russians will corner the market on the world's grain supply?**

I don't remember having seen those reports and thus can not testify to their accuracy. But I rather doubt that they're true in that we did not import any grain as far as I know during that period. Since I don't think we imported

grain from anybody, no country could have sold it back to us.

**Do you foresee any change in employment in the agencies you direct in view of a new farm program?**

No, because of tight budget and personnel ceilings.

**Has there been any progress between the United States and Canada in establishing minimum and maximum grain prices?**

We have not been attempting to do that. We have been talking about our various positions relative to an international grain agreement. But we have not been in the business of trying to fix grain prices.

**Are there any plans to increase the number of USDA Service Centers?**

These are being examined on a case by case basis in terms of serving our clients and programs needs. □

## When Leaving Government

### **Should You or Shouldn't You Withdraw Your Retirement Funds?**

"What should I do with my retirement funds now that I'm leaving government?" That's a question faced by many employees who leave government service before retirement age.

In fact, government figures show that almost 90 percent of the men, and 95 percent of the women, who entered federal service at the age of 20 in 1970 will leave before reaching retirement age. And so will over one-half of the employees who entered then at ages of 30 and 40.

Whether or not employees should withdraw their retirement funds—the 7 percent deducted from each paycheck—depends on certain factors, says the Civil Service Commission.

"The decision regarding what to do with your retirement fund should be made as part of an overall assessment of your retirement needs, other sources of income, and later plans (for example, whether you will return to federal service).

"If you have less than five years of service (and thus do not qualify for any annuity), then the likelihood of returning to government service must be considered. If you do not expect to return to the service, withdraw your deductions, since nothing other than a lump sum payment (including interest of 3 or 4 percent) will ever be payable."

For the average life span, CSC says, the total annuity that would be paid starting at age 62 would clearly exceed the amount withheld from an employee's paycheck.

If the annuity is not needed and an employee feels that he or she has enough money to enjoy retirement, then, says CSC, the refund can be used for other purposes.

"Many employees consider withdrawing their retirement contributions and placing the money in long-range, high interest investments. Whether such actions would be advantageous depends on age, the number of years the money earns interest, and the interest rate earned on investments."

Generally, says the Commission, employees over age 40 who take a refund would likely have given up a benefit worth more than the refund even if the money were prudently invested. Below age 30, a refund prudently invested could accumulate to an amount large enough to purchase an annuity more valuable than the deferred annuity under the retirement system.

For more information on the retirement system, CSC suggests that employees check with their personnel office.



## WHAT DRESSED MEATS MAY BE WEARING IN THE FUTURE

Temperatures are now measured in Celsius. Engines are measured in liters. So why not meat in metric terms?

During an official comment period, USDA is asking consumers (and that includes all USDA employees) if they would like to see metric units used on meat and poultry product labels—and, if so, how?

Explains *Dr. Fred Fullerton*, acting deputy administrator of USDA's new Food Safety and Quality Service: "The Metric Conversion Act of 1975 encourages the gradual, voluntary adoption of the metric system by government, industry, and consumers alike.



WHA-A-A ??

"FSQS has the authority to require use of the metric system on labels if it is determined necessary to inform consumers on the weights of products. But this authority must be balanced with the need for keeping labeling information in terms consumers can easily understand.

"What FSQS can do is require that any use of metric units of measurement on meat and poultry labels be truthful, informative, and presented in a manner that is not confusing."

Some products, *Dr. Fullerton* said, already contain dual weight measures—with English weights followed by the metric equivalent in parentheses—although the dual listing is strictly voluntary by manufacturers. He added that the use of metric units on meat and poultry labels seems to be a natural "next step" in the nation's gradual conversion to metrics.

Anyone wanting to comment on using metric units on meat and poultry labels may submit their views in writing by September 6 to the Hearing Clerk, USDA, Washington, D.C. 20250.

## The Best Defense Is a Good Offense, Secretary Says of Criticism

Paraphrasing a football expression and sounding very much like the fan that he is, Secretary Bergland told employees recently that the best defense against criticism, no matter how unsubstantiated, is a good and solid offense.

At the Federal Center Building in Hyattsville, Md., the Secretary told employees:

"I am here out of respect for you and what you do.

"In spite of what you may have seen in the newspapers and what they say about the Department of Agriculture and its employees, I'll put the expertise, talents, and dedication of USDA employees against any outfit, any place, any time.

"You're the best!

"Public service is one of the most difficult of jobs. I've worked in the private sector and know that there is more efficiency, more dedication, more openness, and more pride in government than in commercial jobs.

"When you work for the government, you accept an enormous

responsibility knowing full well that everything you do will be looked at critically. Any mistake you make may be held up for public examination.

"You may be interested to know that those names in the *Wall Street Journal* article were given to me by another reporter who wanted to know what I was going to do about them. I told the reporter that none of them would be fired or censured.

"I was burned up by the fact that the *Wall Street Journal* reporter wrote the article without knowing very much about the Department. Her article was largely a myth.

"The best defense we have to persons who criticize us is to show them what we really are. That's what we are going to do in our programs—show them how good we are."

The meeting was the last in a series of question and answer sessions by the Secretary, sponsored by the Organization of Professional Employees of the Department of Agriculture (OPEDA).

## Guess Which Agency Will Be Participating In the 1980 Olympics

USDA's very own Soil Conservation Service will be among the scores of countries and international organizations represented at the 1980 Winter Olympics.

SCS has been in on the ground floor—literally—in planning for the worldwide event, to be held at Lake Placid, N.Y.

In the past year, SCS has mapped over 45,000 acres in the Lake Placid region, and provided the Olympic Committee with an interpretation of the soils. The information will be used in planning and developing the Olympic site. A report on the mapping project will be available later this year.

In Lake Placid recently, Robert L. Hilliard, state conservationist for SCS, represented USDA at a groundbreaking ceremony for construction of the Winter Games site.

The games will feature such highly competitive international events as skiing, ice skating, barrel-jumping, and bobsledding.



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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant

## Webster Named Director Of Congressional Affairs

Former press secretary *James C. Webster* has been appointed director of USDA's Office of Congressional and Public Affairs.

Webster, 39, had been chief clerk and press secretary of the Senate Committee on Agriculture since 1975. Before that he was press secretary and legislative assistant for Senator George McGovern for two years. From 1970 to 1973, Webster was public relations director of the American Public Power Association.



Webster has also done public relations and legislative work for the East River Electric Power Cooperative in South Dakota, and for other rural electric organizations in the Missouri Basin.

His career also includes six years as a reporter with United Press International, where he was news and business manager.

Webster is former president of Madison, South Dakota's Junior Chamber of Commerce, former vice president of the South Dakota Jaycees, founder of the South Dakota Consumers League, and former vice president and director of the Consumer Federation of America.

\*\*\*\*\*  
 ☆ Orders are now being taken for the ☆  
 ☆ 1977 edition of "Agricultural ☆  
 ☆ Statistics." A letter asking each ☆  
 ☆ office to indicate the number of ☆  
 ☆ copies they need will soon be ☆  
 ☆ mailed out by the Office of Com- ☆  
 ☆ munication. If you would like a copy ☆  
 ☆ of the handbook, let your admin- ☆  
 ☆ istrative officer know. COMM will ☆  
 ☆ forward all requests to the Govern- ☆  
 ☆ ment Printing Office. Estimated ☆  
 ☆ price of the handbook is \$11. ☆  
 ☆ \*\*\*\*\*



*Dr. Herbert L. Rothbart*, of the agricultural research center in Wyndmoor, Pa., has received the Philadelphia area Federal Service Award of the Year 1976. He was cited for helping develop new food materials which provide a potentially low cost source for confectionery fats and improved cooking oils.

## Fitzgerald Rejoins USDA As ASCS Administrator

*Ray Fitzgerald*, former deputy administrator of the Agricultural Stabilization and Conservation Service, has been named administrator of the agency by Secretary Bergland.

He will administer USDA programs dealing with farm commodity production, income stabilization, cost-sharing conservation, the handling, storage and distribution of grains and foods, and natural disaster emergency assistance.



Fitzgerald has been president of the Washington-based Agricultural Cooperative Development International since 1975. The organization is a non-profit group established by U.S. farm cooperatives to develop and maintain liaison with co-ops in less developed countries.

Fitzgerald, 53, was deputy administrator of ASCS from 1962 to 1969. He was formerly Secretary of Agriculture for South Dakota.

Fitzgerald was an agricultural adviser in Vietnam from 1971 to 1974, and a consultant to the U.S. Senate from 1969 to 1971.

## STRAUS APPOINTED FNS ADMINISTRATOR

*Lewis B. Straus* of Somerset, N.J., has been appointed administrator of the Food and Nutrition Service.

He will be in charge of USDA's federal-state food programs, including the food stamp, food distribution, national school lunch, school breakfast and special milk programs, as well as the special food service program for children and the special supplemental food program for women, infants and children.

From 1972 to his appointment, Straus was president of the National



Child Nutrition Project, working to improve and expand federal food programs.

In 1969, Straus, 43, became assistant director of planning for the New Jersey Department of Education, supervising the department's review of child nutrition programs. In 1970-71, he headed a New Jersey program to increase the number of eligible children receiving free lunches.

From 1971 until 1972 Straus was director of the Food Program Administration for New Jersey's Department of Education. He simultaneously coordinated the school lunch project for the Office of Economic Opportunity and wrote New Jersey's mandatory school lunch act.

Born in New York City, Straus holds two degrees from Cornell University, and a third degree from Rutgers University.

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Dr. Harry W. Hays, a food safety and health advisor with ARS, has received the 1977 Merit Award from the Society of Toxicology. The award is the highest honor the group confers, and was presented to Dr. Hays for his long and distinguished career in toxicology and pharmacology.



## Cutler Talks About Conservation and Research Coming of Age in USDA clb

### What do you perceive as your greatest challenge in your new job?

Developing a mutually supportive relationship between our old friends in production agriculture/forestry and our new friends in the natural resource conservation and environmental groups. Secretary Bergland is concerned that the agriculture-related needs of all Americans—urban as well as rural, consumers as well as producers, environmentalists as well as commodity groups—be met. We want to open our forestry and soil conservation decision-making processes to everyone interested and serve the public interest on a broader base. Beyond that I hope to win a heightened level of Congressional support for our research, extension, and library programs which have been handicapped by "level funding" in recent years.

### What are some of the ways USDA is working to improve the environment?

The programs of the Forest Service and Soil Conservation Service are designed to protect the environment as well as the economic well being of rural citizens. No two agencies of our government can accomplish more on-the-ground environmental protection than the Forest Service and the Soil Conservation Service can. They have been leaders in this field for decades, but can do even better in the future.

In addition, our agricultural and forestry research programs are in large measure designed to enhance the environment in a variety of ways. They range from improved soil conservation-water quality-improvement through determining the effects on the ozone layer in the atmosphere, which shields us from ultra-violet rays which cause skin cancer. Extension Service personnel work with both rural and urban audiences to increase their understanding of the need for energy conservation, water quality programs, land use planning, and integrated pest management to minimize chemical applications. One of our most

important Extension programs—and one that isn't often thought of in environmental terms—involves meetings by home economists with local leaders to help them analyze environmental conditions in their communities and improve the quality of human life in those communities.



### What are some of the challenges to our environment over the next decade?

Development of energy resources is one. There's great pressure on to extract more coal, oil and natural gas and to develop other energy resources such as geothermal steam. Strip mining of coal may cause water pollution and result in the loss of prime agricultural land. Another challenge for our national forests is that we have to be careful not to sacrifice important wilderness, wildlife, and aesthetic values, while we remove the needed commodities. Erosion of our topsoil usually takes place so slowly that

we don't notice it very much, but it is a major cause for concern. We must step up application of our soil and water conservation practices on the farms to reduce soil loss and siltation of our streams, now called "nonpoint-source pollution." Unplanned developments eat up our agricultural land base at an alarming rate.

### Do you think USDA has enough legislative authority to meet these challenges?

**"Another challenge for our national forests is that we have to be careful not to sacrifice important wilderness, wildlife, and esthetic values."**

In the main, yes. However, I do support passage of new legislation to give SCS more responsibility for rural water quality protection and wetlands-protection programs and to update our existing authority in the areas of state and private forestry and extension. While the Forest Service has new legislation governing the national forests—in the National Forest Management Act of 1976 and the Renewable Resources Planning Act of 1974—its authorities for assistance to state forestry agencies and to private land owners are out-of-date. We hope to see new legislation on that front receive Congressional support. Beyond that there may be a need for updating the

authorities under which the Extension Service operates, in order for ES to move more aggressively in new directions such as establishing educational programs in energy conservation, environmental quality, weather forecasting, fisheries and wildlife, and land use planning. We're hopeful that the Congress will approve our proposal for a major new competitive grant program in agricultural research and that it will endorse stepped-up efforts by USDA in the area of food and human nutrition research education.

### **How can we preserve prime agricultural lands?**

This can best be done through zoning or preferential taxation at the local level, with state coordination. But USDA's agencies can and should play an important role in land use planning assistance.

Many people believe that we need to move to a purchase program wherein the state could buy development rights to private farmland to permanently preserve that land for agricultural purposes. The farmer would continue to own the land and farm it, but would not be able to put structures on it or subdivide it. There's legislation pending now which provides for USDA to offer federal grants to states to cost-share the purchase of rights in land to preserve our agricultural land base. Obviously this would be a very expensive program, and the Administration is reluctant to go in that direction, at this time. Meanwhile, there's an educational job to convince people there's an ag-land crisis coming.

### **How can we preserve these lands without jeopardizing private land owners' rights?**

Our rights in land shift with societal values, which have moved back and forth over time. At one point in England, the source of much of our legal tradition, the king owned all the land and there was no such thing as private ownership. In the mid-19th century the pendulum swung in the other direction and we reached the height of free enterprise with respect to land. Landowners had the right to do about anything they liked with the land, including things that impacted adversely on their neighbors. Recently society has begun to view land much as it does air and water, as an essential natural resource, rather than a commodity to be speculated in and wasted. The key to preserving prime farmland may be to use a combination of land use control tools to implement the objectives in the hands of local people as agreed to in local land use plans. Let's encourage the people to determine the way they want the future appearance of their communities—the

land used, constrained only by state-level of acreage targets for prime agricultural land, forest land, and prime mineral lands and help them figure out the means of achieving their goals. We need to preserve the private land owner's decision-making opportunities, yet we need to balance that against society's need to protect the long-term productivity of the land and the nation's need for agriculture and timber land bases. We're just beginning to address this issue, and it's obviously going to be controversial.

### **What do you think of clearcutting?**

Clearcutting is an appropriate way to harvest certain species of trees under certain conditions. There are times and places where clearcutting is offensive and inappropriate, but if it enhances wildlife habitat, is done away from streams and roads, and is done in relatively small blocks, it may be the way to go. We have learned our lesson with respect to putting clearcuts of too large a size on too steep a slope. The National Forest Management Act provides direction to the Forest Service, requiring it to be more sensitive to environmental and esthetic considerations.

### **What is the difference between research funded by ARS, CSRS, and other USDA agencies?**

Much of the research by ARS is basic research which addresses long-term national needs, while the research conducted by land grant universities is often of a more applied nature and addresses state and regional needs. Other research in the Department includes that conducted by ERS which serves USDA on a Department-wide basis, and the wildlife research conducted by the Forest Service.



### **What has been the impact on research projects of ARS' regionalized network?**

It has had the positive effect of bringing scientists together from many different

disciplines to focus on a particular problem, rather than having research organized by narrow disciplines. The regional labs bring chemists, agronomists, engineers, and others together to solve particular problems; and I think that's an appropriate way to organize research.

### **How can USDA prevent duplication in its research projects?**

There's little excuse for duplication of research projects now that we have a computer-based information system, CRIS (Current Research Information System). It can be tapped through the National Agricultural Library to find out who's already studying what in a particular field. We also have national advisory committees that develop research programs and coordinate research planning between universities and USDA. There are regional research coordination committees as well. I think that before USDA funds any research project a step that should be required is a CRIS literature search to make sure it won't duplicate something already underway.

### **Should agricultural research be general in scope or directed toward solving specific problems?**

It's hard to draw the line between basic and applied research, but there's a definite difference. In the basic research mode you're not attempting to prove anything but just trying to understand some kind of natural phenomenon, without knowing where it will lead. We have to continue to permit scientists to do this on the basis that any new information may eventually find its way into practical, applied developments, as well as support mission-oriented applied research to solve particular societal problems.

### **Do you think USDA should enhance its efforts to share research information with developing nations?**

Yes. But for that matter, we have a need to disseminate more of our research findings within our own country. I hope to improve the linkage between our research workers and our extension workers at the federal, state, and local levels. That way, the fruits of our research labors can be more quickly translated and used by our extension people, not only abroad but to help our own farmers and other citizens be more productive or effective in whatever subject the research addresses. Extension Service personnel do assist developing nations and will continue to do so.



## How can ag research help the nation conserve energy?

Agricultural research is a many-splendored thing. It is being used to harness solar energy for grain drying and space heating, to develop tractors and other equipment that use less fuel, and to convert sewage sludge into soil conditioner as a partial replacement for petroleum-based fertilizer. It is also being conducted to assist consumers in conserving fuel in the preparation of food and in the heating of their homes and other structures. Agricultural wastes and forest products can be burned or converted to alcohol for oil. Agricultural research may soon assist in minimizing the adverse environmental impacts of new mines, oil wells, and other energy sources. Quite an array of energy-saving opportunities will come out of agricultural research.

## What is the status of the ARS Household Food Consumption Survey?

The survey is on schedule. More than 4,000 completed questionnaires have already been obtained. We are amending the contract to include a supplemental survey of low-income families. We anticipate that the fieldwork will be started October 1 and will continue until April 1, 1978. There are no changes anticipated in the original plans of the survey.

## Can wood and coal be used as fuel without polluting the environment?

Wood is a fuel source that may be coming back into its own. In the South where trees can be grown quickly on a short rotation, there is talk of "energy plantations" or "B.T.U. bushes" where trees are grown and chipped to be used as fuel. And more and more people are converting their fireplaces or buying wood stoves to heat their homes. Wood is beginning to be viewed again as an important energy resource. But whenever you burn anything, you get some pollutants: in the case of coal, it's sulphur dioxide, nitrous oxides, and some chemicals that have been found to cause cancer in large amounts. So large power plants that burn a lot of coal need to install anti-air-pollution equipment to minimize hazardous conditions.

## Will there be any shift in the Department's policy toward the 1890 Land-Grant Colleges?

Yes. Secretary Bergland has been very emphatic in his meetings with leaders of these historically Black colleges and universities, regarding his desire to provide more support on a more dependable basis. In the past, as I understand it,

we've had something of an on-again-off-again support program for these institutions which hasn't enabled them to hire faculty members on a tenured basis to provide research direction for a first class program. So we are asking Congress for a stepped up level of financial support for the 1890 institutions for both research and extension programs.

## Will Extension Service personnel be used to educate consumers about junk foods?

They are now. I encourage Extension nutrition education people to emphasize that part of their program.



*An extension food and nutrition aide (left) teaches basic food preparation to a young homemaker.*

## How will the bulk of Forest Service lands be used in the future?

Much as they have been in the past, except more intensively. I support the concept of multiple use, but feel that we have to go beyond the general concept of multiple use to something more specific on an area-by-area basis. We have to look at each major tract of national forest land and determine its best use. If we manage it skillfully according to its "key value" we can also provide the needs of other users and uses at the same time to the extent that these secondary outputs do not conflict with the area's key value.

## Is the Forest Service headed to Interior?

It's too early to tell. I have suggested to OMB (Office of Management and Budget) "reorganizers" that they consider an alternative, such as creating a Department of Agriculture and Natural Resources—USDA would be the nucleus, and other federal land management agencies would be added to it—or consider a Department of Rural Development where the focus would be

on services to rural citizens. I would prefer to see reorganization approached from the grass roots level. In that context we could start with the county service centers that USDA is operating and see how we could perfect them as a way to deliver government services to people. I don't expect to see any major recommendations from OMB for interdepartmental transfers for at least two years.

## Do you think we'll have a dust bowl similar to the one in the 30's?

We haven't had a new dust bowl so far despite the fact that the drought this year is worse than the one in the 1930's. We have sound soil and water conservation practices in place on farms across America as a result of the work of USDA employees. However, if the drought persists, and if our farmers plow up a lot of land formerly held in permanent pasture in an attempt to receive additional price support payments, we may be creating some tough problems for ourselves. Because of that, I'd like to see a requirement that every farmer who benefits from our price support programs has to have a conservation plan for his farm and that he is implementing that plan. □

## 20th Century Feats By USDA and Other Government Workers

Consider for a moment the outstanding contributions U.S. civil servants have made to improve American life.

Over time, the Civil Service Commission says, American government workers have developed:

- space exploration
- wash and wear fabrics
- the first electronic computer
- a way to mass produce penicillin
- radar and sonar
- use of satellites in weather forecasting
- standards of purity for food and drugs
- the instrument landing system used by all aircraft

They have also developed among other things—

- the first neon light
- a blood plasma extender
- basic airplane designs
- long-lasting synthetic lubricants
- the aerosol dispenser
- nuclear-powered submarines

## An Investment That Always Pays

Looking for a good investment and one that is almost cost-free?

Try SAFETY, says the National Safety Council. It always pays.

As the theme for National Farm Safety Week (July 25-31), the Council proclaims that "Safety Is A Good Investment."

It costs nothing, the Council declares, to have a positive attitude toward safety . . . to have a home fire escape plan . . . to store poisons out of children's reach . . . to read and follow labels and instructions manuals . . . to train family and employed workers on the safe way to do things . . . or to work, drive and play in ways to minimize mishap and misery.

And when it does cost, the Council says, costs are practically nil for enrolling in activities such as special safety programs.

Other good investments to protect against injury are fire extinguishers, shields, guards, tractor overturn prevention devices, and other personal safety equipment. Advises the Council: Spend a little more to get good quality products designed with reliability and safety in mind.

"Finally, invest some of yourself in making your entire community a better, safer place to work, play, and drive. Support local safety activities, and encourage youngsters to take part in 4-H and Future Farmers of America safety projects."

After all, Safety Is A Good Investment!



### 70-Year-Old College Student Greeted at USDA

*Ohio resident Gertrude Skinner was named 1977 National Volunteer of the Year for helping hundreds of youths from Job Corps centers on Forest Service lands and other areas. Here she talks with Secretary Bergland at USDA during a four-day Washington visit. Mrs. Skinner, 70, is also a student at Case Western Reserve University and an avid tennis fan.*

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*Dr. Leonard Jurd, of the ARS Research Center in Berkeley, Calif., has been selected to receive the 1977 award for Advancement of Agricultural and Food Chemistry from the American Chemical Society. The award consists of a plaque and \$2,000.*

*Dr. Jurd has developed several widely used methods for identifying and synthesizing coloring pigments that occur in major crops. He has also suggested possible natural compounds that could be used to replace some banned commercial food coloring materials.*

## Former USDA Employee Takes a Trip Back in Time

*Earl Thomas of Huron, South Dakota, interrupted his normal routine recently to take a journey back in time.*

A former USDA employee, Thomas boarded a bus in Huron for the long grind to the Nation's Capital. His goal: to try to find people he had worked with beginning 42 years ago in the agency that was the forerunner to the present Farmers Home Administration.

After arriving in Washington, Thomas regrettably learned that all of his former co-workers had apparently checked out. He did not find a single one. So he dropped in for a visit with FmHA's information staff.

While resting up before returning home, Thomas talked about his days in the Department. He said he joined USDA in 1935 at the bottom of the worst depression in history. Fresh out of college, out of money and out of luck, he said he left home in South Dakota and went job hunting where the action was. A job tip took him to Washington and the Resettlement Administration. The Resettlement Administration, as FmHA does now, served as a banker of last resort. It helped farmers stave off bankruptcy and similar disasters by providing them with loans, technical assistance, and other help.

## New Administrator Named To Farmers Home

Former housing director *Gordon Cavanaugh* has been named administrator of USDA's Farmers Home Administration.

Cavanaugh, 48, has been working with housing and community development programs the past 10 years, most recently as executive director of the Housing Assistance Council, Inc.

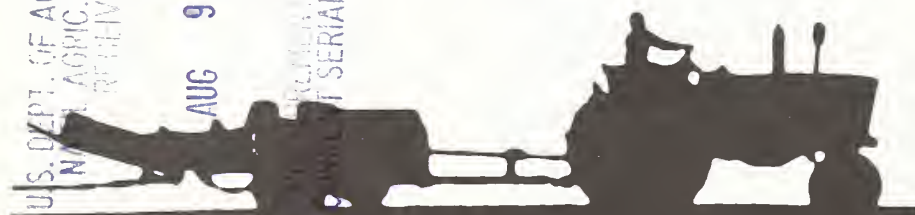
From 1968 to 1971, Cavanaugh was housing director for Philadelphia, Pa., administering the city's low-income housing efforts. He also served there as commissioner of the Department of Licenses and Inspections from 1966 to 1968. He was in private law practice from 1953 to 1966.

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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant

# SAFETY IS A GOOD INVESTMENT



**National Farm Safety Week July 25-31, 1977**



2007

## SELF-HELP AND RURAL CRAFTS 0711

In early America, handcrafts were an integral part of people's daily lives. In the early days, people made a wide assortment of goods, everything from candles to quilts and wooden furniture, all to use in the home or sell to neighbors.

Today, craftsmanship flourishes in many parts of the country despite the fact that mass production dominates the economy. In many respects, handcrafts today bear a close resemblance to the arts of old.

USDA's Farmer Cooperative Service, Farmers Home Administration, and Extension Service are encouraging the formation of craft cooperatives by providing financial and technical assistance to interested rural communities. The Rural Development Service (RDS), another USDA agency, is providing computerized information on how to get assistance.

Through the Federal Assistance Programs Retrieval System, RDS provides



Craftwork is still, for example, a time-consuming process. It bears witness to regional origins, and is largely the product of home labor.

But in one respect, today's crafts differ. Craftsmen and craftswomen in rural areas are joining their neighbors and forming cooperatives to solve problems of marketing and production. In doing so, they are able to reach more widespread markets, get better prices for their products, and obtain supplies at a lower cost.

Quality crafts often require expensive tools and equipment which many workers simply cannot afford. But by forming a co-op, artisans can pool their resources and purchase materials which all members can use.

current information on federal loan and grant programs available to rural communities. By plugging into the computer, via a table top terminal, local leaders can quickly identify the type of assistance, and amount available, to finance a particular project such as a co-op, and learn how to apply for assistance.

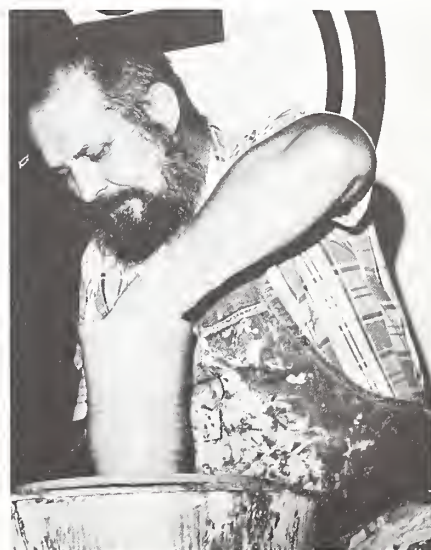
In many towns where they already exist, cooperatives help provide extra money for people who hold seasonal jobs in farming, lumbering, or fishing, for example. By joining a co-op, individuals who can't afford to leave their jobs can still sell their wares through big-city markets or craft shows. For some rural residents, the additional income from crafts helps tide them over until their jobs open up again.



Elizabeth Rackenmeister demonstrates lace-making at cooperative crafts exhibit sponsored by USDA.

Cooperatives are also of special benefit to the elderly. Co-ops offer senior citizens a regular opportunity to socialize with their neighbors while embroidering pillows, weaving tapestries, or making corn cob dolls. Through cooperatives, older Americans can enrich their lives and supplement their incomes while carrying on a proud tradition.

In recent years, production and marketing of handcrafted goods have grown considerably in the United States. Rural crafts are important as an expression of cultural heritage, and as a means for providing useful products for gifts and home-furnishings. But perhaps more importantly, crafts are helping to provide rural Americans with a greater sense of self-reliance and economic stability.



## USDA Jobs To Be Classified Under New System

The Civil Service Commission has a new way to classify jobs and it applies to nonsupervisory white collar workers in grades GS-1 through GS-15.

The plan is expected to provide uniform job standards for the nation's federal employees. It should enable government agencies to apply accurate grades to all positions. It is also expected to make job classifying easier to understand both by employees and supervisors.

In a memo to employees announcing the system, *Sy Pranger*, USDA Director of Personnel, said the new method meets all the provisions of the Classification Act of 1949—the basic law governing the assignment of titles, series codes, and grades to government positions.

Called the Factor Evaluation System, the new method describes and evaluates each position in government in terms of nine standard factors. Points are assigned to each factor, with the total points converted to a GS (General Schedule) grade. The nine factors are:

- knowledge required by the position
- supervisory controls
- guidelines
- complexity
- scope and effect
- personal contacts

- physical demands
- work environment

Agencies which have reviewed it said the new system is an improvement over the present one and should be more understandable and acceptable to employees.

CSC has studied the system for over 3 years. Government agencies and employee unions have commented on draft standards for eight occupations.

As standards are developed for other positions, *Frank Marx* said, all jobs in USDA will be classified according to the new system. Marx is classification officer in USDA's Office of Personnel.

"The new system will not affect the grade of positions now classified correctly," Marx said. He also advised employees not to become concerned over possible grade changes. Studies of the draft standards for the first eight occupations, he noted, resulted in only a relatively small amount of grade shift either way.

"The most significant change," Marx said, "from an employee standpoint, will be with the position descriptions. All positions under the new system must be described according to the nine factors."

According to Marx, the first series of positions to be converted to the new guidelines are Mail and File, Nurse, Accounting Technician, and Mechanical Engineer. The next will be

Clerk-Stenographer, Clerk-Typist and Transcriber, Secretary, Agricultural Commodity Grader and many others. Full conversion to the new system is expected to take about 5 years.

For the past 15 months, CSC and the Office of Personnel have provided formal training in the new system to USDA job classifiers, personnel specialists, and administrative officers. Individual USDA agencies are providing similar training to staff managers and supervisors, and orientation for employees. □

## SCS Displays Different Form Of Conservation

You never know what you will get into when you work for USDA's Soil Conservation Service. Sometimes, it may be several feet of water.

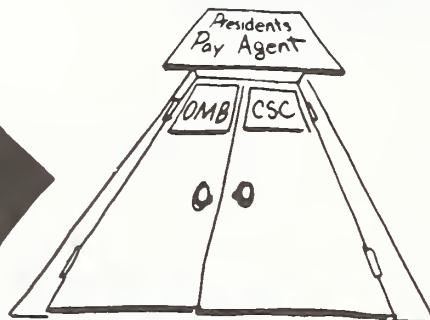
In Maine during the last survey season, **Ken Blazej** and **Arnold Stevens** spotted a deer floundering in a stream close to where they were working on a flood hazard study. Before the men could act, a swift current dragged the deer downstream to an old dam where the animal became entangled and soon began to drown.

Quickly, Blazej and Stevens jumped into the stream, freed the deer, and helped it ashore. Then they waited for the sheriff's deputy to deliver the fawn to a nearby preserve, before returning to their crew.

## How White-Collar Pay is Adjusted



Bureau of Labor Statistics employees gather data on Private Sector salary changes



President's Pay Agent (Chairman, CSC and Director, OMB) reviews BLS findings and recommends salary Adjustment to President.



Pay Agent also discusses recommendation with Federal Employees Pay Council (Unions). Their views and recommendations must be part of the Agent's Report.

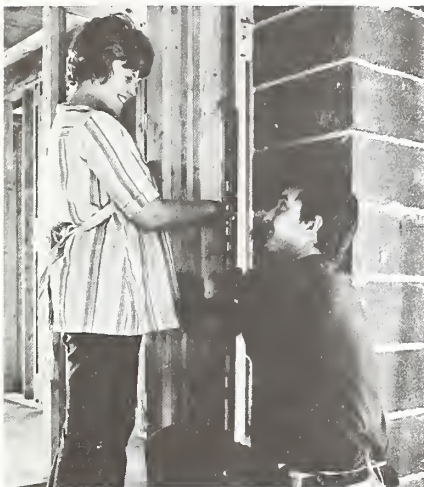


## Employee Builds up Leave In Order to Build a House

Twenty-seven-year-old **Steve Geier** is doing something a lot of men just dream about. He is building his own dream house himself, with a little help from his kin.

A carpenter at the Forest Products Laboratory in Madison, Wis., Geier saved up as much annual leave as he could, and then took off to start working on his house.

He used a month's leave this spring for the heavy construction on the house, and



Steve Geier is assisted by wife Ann on construction of new home.

plans to use another couple of weeks later to apply the finishing touches.

Geier, who has always wanted his own home, was motivated into building the

house because his wife is expecting their first child this fall.

Geier started work on the house in May and hopes to have it finished by early September. Using *Agricultural Handbook No. 73* to assist him, Geier is working evenings and weekends to try to finish the job. (AH-73 is entitled "Wood Frame House Construction.")

The house Geier is building is a three-bedroom ranch, with one and one-half baths and 1,280 feet of living space. When completed it reportedly will have a special built-in doorbell that lights up instead of ringing and a telephone system that will relay teletype messages.

Helping Geier build his dream house is his retired father **Vincent** who Geier says is a "big help" in ordering materials and assisting with the general construction; his younger brother **Christopher**, who does odd jobs; his brother-in-law **Henry Brehm**, who gives Geier "help with the heavy stuff;" and uncle **Alan Geier** who will do the plastering. Third cousin **Joe Fass** has signed on to lay the bricks and Geier's wife **Ann** acts as a "sidewalk super" and helps clean up.

At the Forest Products lab, where he has worked for the past seven years, Geier performs a variety of jobs such as making forms for concrete, putting up or taking down walls as space is redesigned, making cabinets, and repairing wooden furniture.

**Harry C. Leslie**, information specialist for the Forest Service at the Wisconsin laboratory, said that Geier is keeping track of the hours spent in constructing the house in order to get an idea of what it would have cost to hire the work done.



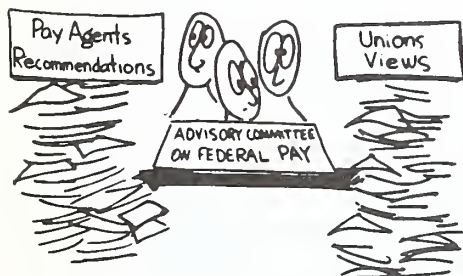
Working at lathe, Geier wears hearing aid as safety measure in order to hear machinery running or shouts of warning.

In sign language, Geier says he's anxious to move into his new house so "I can have more freedom in what I want to do."

Geier and his wife use sign language because they are deaf mutes.

One of the greatest laborsaving inventions of today is tomorrow.

—Vincent Foss



Advisory Committee on Federal Pay (three private sector pay and labor relations experts) considers views of Unions and Pay Agent, then makes separate recommendation to President



Using these data and recommendations, President decides on amount of October comparability adjustment. Then one of two things happens:

**1** President puts October comparability adjustment into effect

or

**2** By August 31, President sends an Alternative Plan to Congress. Congress has 30 days to reject the Alternative Plan:

- If either house of Congress rejects the Alternative Plan, the comparability adjustment goes into effect in October
- If Congress does not reject the Alternative Plan, the Alternative Plan goes into effect.

## Instant Consumer News

Many television shows launched for the first time onto the nation's airways are soon cancelled. But thanks to the talents of **Tom Netting** and **Georgiana Francisco**, the Economic Research Service Television News Service is in no danger of becoming just another reject.

Employed by ERS, Tom and Georgiana developed the ERS Television News Service, which is a series of consumer-related news briefs. Based on statistical information furnished by their agency, Tom and Georgiana produce news stories that are as entertaining as they are informative.

The subjects of the news briefs range from such oddities as "chewing tobacco use," to themes of international consequence as "U.S.—Soviet wheat trade."

The two-minute videotape news briefs give millions of consumers across the country a better understanding of economic developments in agriculture and how they will affect consumer pocketbooks.

This news-oriented service provides stories that are timely and which deal with such topics as rising coffee prices, drought damage, and meat price forecasts.

ERS Television News Service reaches mass audiences at a low cost to taxpayers.

As a supplement to regular newscasts, local TV stations across the country use the videotapes during mid-day and evening news programs.

Today over 50 stations are subscribing to the news service, with a potential audience of 120 million adults.

For their efforts, Tom and Georgiana received USDA's second highest honor—the Superior Service Award—at a ceremony this past spring.

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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant



## New Administrator Named To Packers & Stockyards

Secretary Bergland has appointed **Charles B. Jennings** of Kansas City, Mo., as Administrator of USDA's Packers and Stockyards Administration.

A former USDA employee, Jennings had been president since 1970 of the Kansas City Stock Yards Co., which operates one of the major livestock markets in the nation. He was responsible for long-range planning and for day-to-day operations of the firm.

As P&SA administrator, Jennings will direct all USDA activities carried out under the Packers and Stockyards Act. The Act regulates business practices of those engaged in buying and selling livestock, meat, and poultry.

From 1962 until 1970, Jennings was president of the American Stockyards Association, a trade group with headquarters in Washington, D.C. Before that he was vice president of the Denver Union Stock Yards Co.

Jennings, 59, first joined USDA in 1946. He reviewed trade practices in the livestock marketing industry and worked in district offices in Kansas City, Cleveland, Oklahoma City, Chicago, and Denver.

## PEOPLE

**Jerry C. Hill**, former administrative assistant to ex-Sen John Tunney, has been named deputy assistant secretary of agriculture for marketing services.

He will serve as deputy to Assistant Secretary Bob Meyer, who supervises the activities of the Federal Grain Inspection Service, Packers and Stockyards Administration, Animal and Plant Health Inspection Service, and the Agricultural Marketing Service.

As an aide to Sen. Tunney, Hill, 34, was responsible for legislation on consumer protection, agriculture, energy, environment, natural resources, water resources, and Indian law. He is a native of El Paso, Tex.

**Dr. James Nielson**, former director of Washington State University's Agricultural Research Center, has been named deputy assistant secretary of agriculture for conservation, research and education.

He will serve as deputy to Assistant Secretary **M. Rupert Cutler**, who supervises the Agricultural Research Service, Cooperative State Research Service, Soil Conservation Service, Extension Service, Forest Service, and the National Agricultural Library.

Dr. Nielson, 55, is a native of Marysville, Kans., and a graduate of Harvard University.



**Diane Rios**, an ARS trainee in Weslaco, Tex., beams proudly over the trophy she won in national competition for a job manual she wrote on her employment activities. The manual took top honors at the national leadership conference of the Office of Education Association. The national organization has requested permission to reproduce the manual to distribute to high schools. Diane produced the manual for a 12th grade project while enrolled under the President's Stay-in-School program.



**Judy Kent** (right), a secretary at the Forest Products Laboratory, Madison, was recently presented the "Woman of the Year" award by the Federal Women's Program in Wisconsin. She was honored for her performance in her job, with the lab's emergency first aid squad, on the EEO committee, and for her community contributions. Presenting the award is co-worker and last year's award winner Marilyn Effland.



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August 3, 1977

SEP 20 '77

## Assistant Secretary Meyer Considers Job As Similar to Earning "Ph. D. In Agriculture"



**Essentially, you've been named to a new post in Agriculture. What specifically is your responsibility?**

Actually, this is not a new position. What transpired is that the job of the former Assistant Secretary for Marketing and Consumer Services became so large that it was split in two. I took a portion of the responsibilities and Carol Foreman took the other. My portion involves directing the work of four agencies: the Animal and Plant Health Inspection Service, Packers and Stockyards Administration, Agricultural Marketing Service, and the Federal Grain Inspection Service, a new agency in Agriculture which in 18 months has gone from zero to more than 2,000 employees.

**What were you able to learn during your recent trip with Secretary Bergland about the grain we export?**

Probably the most broadening experience of my entire life was going on that trip. It was of very great benefit in terms of federal grain inspection. You can get a thousand reports from second and third hand observations, but until you go and see what the problems are yourself and talk to the people directly who have been having problems, you're just not there. It saves so much time and effort to talk to people face to face. I learned a great deal about our grain. Probably the most essential thing is that most U.S. farmers, including myself, have been unaware in the past about what happens to

the products we raise. Too often we have had the attitude that once we harvested our wheat . . . or our soybeans . . . or our corn . . . and that once they came out of the combine and went onto a truck, we didn't really care what happened so long as we got paid for them. I think we should have a responsibility that the good product we're growing in this country ends up in as good a condition as is possible at the destination where it's being sold and delivered. In Japan, soybean dealers came to me and said, 'We don't know what you have been doing since January, but whatever it is keep it up.' They said that in the last six months, shortweight of U.S. soybean shipments has decreased as much as 50% from the past 5-year average. I told them that what has happened is that a law was passed (the U.S. Grain Standards Act of 1976) and that an agency was created to help our grain exporters do a better job. I also



*Grain is loaded into hold of ship at Gulf port for shipment overseas.*

learned that every time a grain is handled, it decreases in quality. A study done by the University of Illinois shows that every time grain is handled, there is more breakage, and the more breakage there is

the more foreign material there is; all of which decreases the quality of the grain. There's also a distinct difference in quality between drying grain slowly and drying it very fast. If you dry grain rapidly, the grain becomes much more brittle and breaks more, each time you load it on a truck, or drop it into a bin. I don't believe that farmers are aware of these problems. Here they are manufacturing the finest product in the world, and through nobody's fault, we aren't delivering as good a product as we could. Once we become aware of some of the problems created by our handling process we can do something about them. The quality of our product has never been bad.

**Is U.S. grain inspected only for exporting, or is it also inspected for domestic consumption?**

Grain used in the U.S. is graded only upon request. There is no requirement to have domestic grain graded. Most domestic grain is generally inspected only by sight. In the last 10 years, for example, half of the wheat I grew was shipped out of the Imperial Valley in California. The other half was used as feed grain in the feed lots there. Whenever I would take a truckload of wheat to the feed lots, a guy would come over and look in the truck; if the wheat looked good, he paid me our agreed-upon price. If I wanted the wheat graded, I or the buyer would have to pay the grading costs, depending upon our agreement.

**Do you see a need to establish a system that would allow the United States to inspect other nation's farm exports that are shipped here, and vice versa?**

Basically, that system is in operation now. While we don't have people overseas grading another country's food exports to this country, we do have people abroad inspecting plants and food for insects which we can't afford to allow into this country. There are quality standards set up that all farm products exported to this country must meet in order for us to accept them. If the standards are not met, the farm commodities are simply refused. Standards have to be met by all exporting countries.

**Do you feel that countries should adopt a uniform standard for importing grain and other farm products?**

If it were possible, I think it would be great. Unfortunately, it isn't possible. There are basic differences, for instance, between the wheat grown in Canada, and that grown in Australia and between the soybeans grown in Brazil and those grown here. There are differences because of different growing conditions, weather, amount of fertilizer used, and so forth. Even if there weren't those differences, we're not even close to developing the mechanical process to grade wheat. Somewhere down the line we're going to have a breakthrough, though, because we can not continue forever to grade wheat by picking through it with tweezers. I would like to see one standard of wheat that applies to every country, but I am not sure it can be done.

#### **Should American farmers grow more crops specifically for export?**

That's a difficult question to answer. On one hand, we want to help countries develop economically—which basically means agriculturally—so they can trade with us; but on the other hand, I wonder how we can ask our farmers to grow more food for export if there aren't any markets for the products. Let's take wheat, for example. We now have more wheat than at any other time in the last 13 years. The problem is that other countries also have large stocks. India is repaying wheat that it borrowed from Russia three years ago due to drought. Bangladesh has a wheat surplus. The only country that would buy wheat if the price went any lower, is perhaps some country with a surplus of oil dollars that wanted to try to corner the market. There is simply no outlet for all the wheat in the world today. However, within a year, if drought develops, the supplies could be depleted. Weather is one factor in agriculture that nobody can control. If we have good growing conditions in the world in the next year, what are we—meaning the United States—going to do with all our wheat? We can't eat much more of it. We are in a position in this country where we produce more food than we consume. We're a rice exporting nation. We export soybeans. We export tobacco. We export oats. So we have to develop export markets as broadly as we can. To do that, we have to help countries develop economically so that they can trade and can afford to buy the apples, oranges, wheat, etc. that other countries have to sell.

#### **Would it be practical to set up a market news system for consumers on a regular basis to alert them when supplies are up and prices are down?**

If it can be done on a local basis, I think it might be great. Otherwise, it might create problems because what might be a good

buy this week in Baltimore might be a bad buy in Philadelphia. I believe there are some areas in California where consumer groups are already making this information available on a local basis. But generally speaking, I think that the supply of an agricultural commodity is reflected pretty quickly in the prices food stores charge. An abundant supply of fresh fruits and vegetables, for instance, would have almost an immediate effect on prices because of the short life span of the products. With lettuce, there are about 14 days from the time a head is picked until it has to be served. Any smart shopper who sees lettuce selling for 19 or 29 cents a head generally knows that that is a very good deal. Because lettuce doesn't get to that level very often unless there is an oversupply. Meat prices don't seem to respond as quickly to supply. There has been a lot of discussion on why they don't.



#### **As you envision it, how will American consumers be shopping for food in the future?**

I really haven't given that much thought. I do think, though, that human taste will always be the determining factor in how people shop. If we come out with a new tomato that cuts the cost in half, but tastes terrible, consumers are not going to buy it. So whatever happens, we have to satisfy the palate first. I think it is interesting that last March, for the first time in our history, Americans spent more on their automobiles than on food. We now have luxuries that have never been known in the history of man. I think that's great. However, with the transition that has taken place, food no longer has the importance it once did. Feeding ourselves is still the first priority, but when the paycheck comes in, most of us first

make the house payment, the car payment, the boat payment, etc. We buy food with whatever is left. If bread goes up a penny, people say the price of food is going sky high. But when car prices go up \$300 in a year, you don't hear a consumer rattle. When people consider that the wrapper around a loaf of bread cost more than the wheat that is in the bread, it almost boggles the mind.

#### **What is your response to charges that milk marketing orders are a rip-off of the consumer—that they establish milk prices at artificially high levels?**

I realize that this is a controversial subject. I also understand why we have those agreements. It might be simpler to explain if I relate milk orders to the marketing of fresh oranges. If we harvested all of the oranges that were grown in one season and sent them to market all at the same time, the price of those oranges would be zero. There would be too many oranges. Later, when we wanted some oranges, there wouldn't be any available. Now, if you have a system whereby you harvest oranges at different times—and the best place to store oranges is on the tree—you could satisfy consumers' needs at a reasonable price, and always have oranges. The same basic concept applies to milk. To have an orderly marketing system, you have to have some means of supplying milk on a year-round basis to fill consumers' needs. So when the cow produces a lot of milk—during the spring—the farmer doesn't just let half of it go down the drain in waste. That makes no sense at all. And the farmer can't just give it away, because it costs him. So something had to be done to even out the supply and demand. Milk marketing orders help guarantee that consumers will always have a good supply of milk at a fair price. If left strictly to supply and demand, the price of milk would be almost nothing in the spring, when cows give the most milk, and sky high in the summer. Many of the poorer families couldn't afford it. We can't have that system either.

#### **Will consumers be allowed any input in the establishment of any future marketing orders?**

I think the best approach we can have in agriculture is to get consumers and farmers involved so that they understand each other's problems and can begin to have a better relationship. By law in California, there are consumers on state marketing order boards. And in the vast majority of cases, the greatest proponents of marketing orders have been these consumer representatives, once they understood what the problems were. It's in the best interest of agriculture to

*Continued on next page*



## An Unusual Weapon For Fighting Forest Fires

Firefighting on U.S. forests may never be the same if a weapon undergoing testing in California proves to be successful.

In an experiment near San Diego, the Forest Service is using goats as a potential firefighting device. The goats are used to cut firebreaks on the Cleveland National Forest, by eating plants and other vegetation that help cause fires to spread.

By munching the underbrush, the goats not only can help contain a forest fire, but make it easier for smoke-jumpers and other firefighters to battle the blaze.

Myron Lee, forest management officer on the Cleveland National Forest, said he thinks the goats will be very effective in helping to clear a particular land area and in preventing vegetation from again taking control. "They seem to be doing a pretty good job," he said.

Lee added, however, that from results so far he doubts it will be possible to do an effective job with fewer than 1,500 goats. For the experiment, Lee said he is using only about 800 goats.

*Continued from page 2*

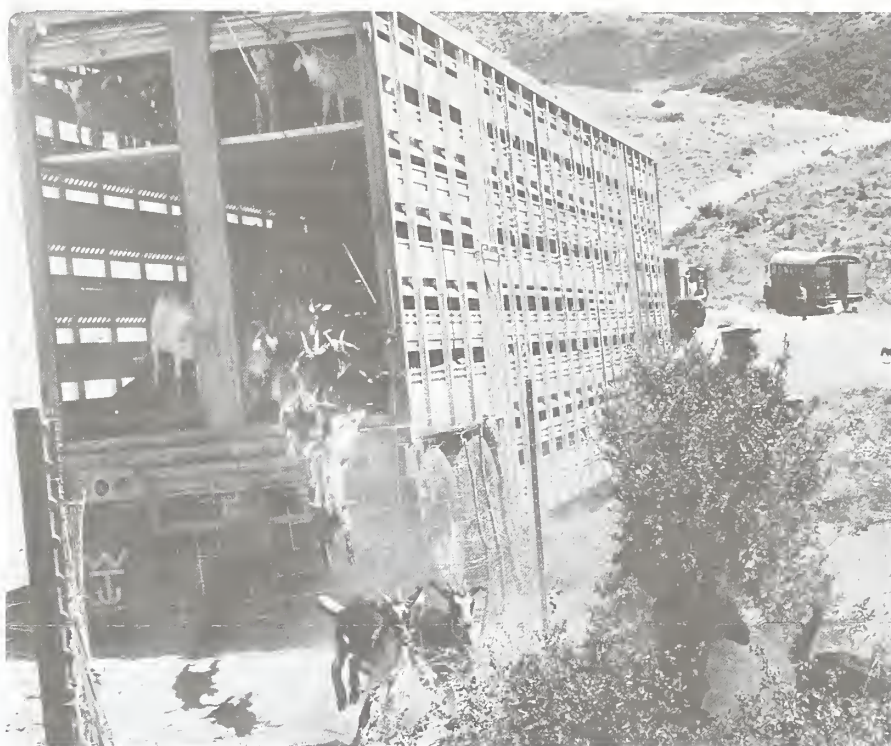
have consumer representatives on marketing boards to help them get the understanding they need. After all, we are all trying to achieve the same thing. Farmers are consumers, too.

**Are there any changes anticipated in the current arrangement between USDA airport inspectors and U.S. Customs agents?**

No.

**Why did you give up a successful farm operation in California to come to work in Washington?**

I didn't give it up. The farm is in trust. At the end of my term, I can put on my Levi's and go back to farming. The foreman is operating the farm, and other people are making decisions. Hopefully, if they don't make too many mistakes, it will be there when I get home. I wasn't born into farming. I have only been into it for 13 years, so I've had to learn it very quickly. I felt that serving as Assistant Secretary would be kind of like earning a Ph.D. in agriculture. I thought it was a natural progression for me. Agriculture is my chosen field, and I really enjoy it. An opportunity like I have only comes once in a lifetime, and that is if you are lucky. It's a wonderful opportunity, and I am very flattered that Secretary Bergland asked me to serve. □



*Courtesy of The San Diego Union*

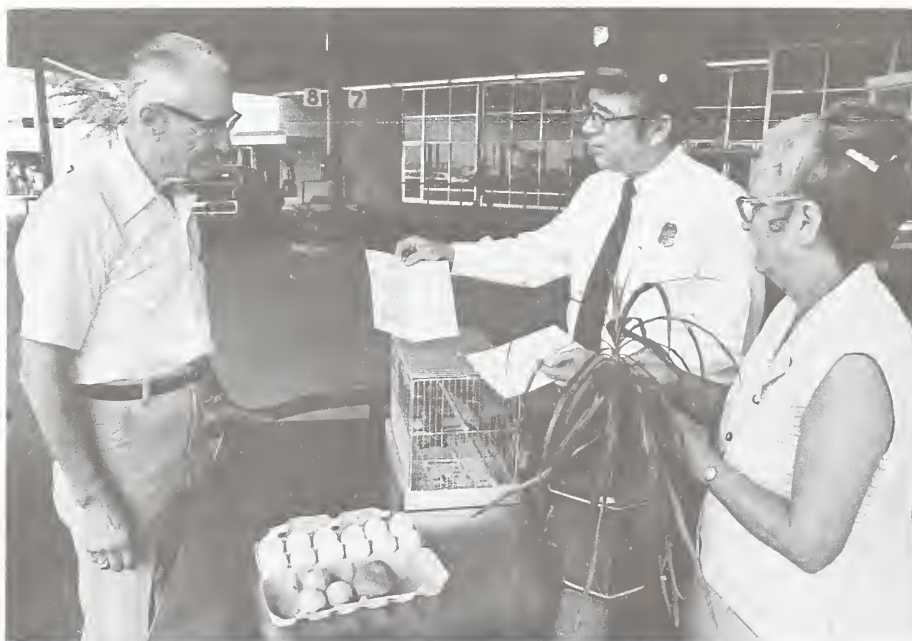
*Raring to get to work, a potentially new breed of "fire-fighters" is unloaded in the Cleveland National Forest.*

In France, French officials are conducting a similar experiment with goats along the French Riviera, which each summer is hit hard by heavy forest fires.

Lou Armijo, of the Forest Service in Albuquerque, N. Mex., said that the idea for using goats was suggested by a French farmer, who has used goats and sheep for the past quarter century to keep undergrowth on his property under control.

## Made in the Shade???

Suppose, says an SCS newsletter, you build a new home with solar heat for \$75,000. Then suppose someone else builds an eight-story apartment building next to you which puts your new solar home *in the shade*. Do you have a good case to take to court? Probably not. The United States does not, so far, have a law which guarantees any one individual's right to the sun. So says the Environmental Law Institute.



*Plant quarantine inspection is among services APHIS performs under direction of Assistant Secretary Meyer. At U.S.-Mexico border, above, USDA inspector advises travelers on food, plants, and animals which may be brought into the States.*





## Former Food and Drug Chief Named FSQS Administrator

*Dr. Robert Angelotti*, former associate director for the Food and Drug Administration, has been appointed administrator of USDA's new Food Safety and Quality Service.

FSQS is responsible for the federal meat and poultry plant inspection program, as well as for the standardization and grading services for meat, poultry, fruit and vegetable and dairy products. The agency also has responsibility for egg products inspection, and the various food purchasing operations for USDA's school lunch and other family food programs.

Since 1971, Dr. Angelotti has been associate director for compliance in FDA's Bureau of Foods. In recent months, he also served as a special assistant to the bureau director, concentrating on programs and organization.

A native of New York City, Dr. Angelotti, 49, received a Ph.D. degree in microbiology from Ohio State University. He has done research in food microbiology and food-borne diseases, as well as investigated microbiological hazards associated with the production, processing and service of foods in relation to environmental health and hygiene.

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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant

## Veteran Inspection Chief Appointed Administrator Of USDA Grain Service

*Dr. L. E. Bartelt*, who worked his way up through California's Department of Food and Agriculture, has been named administrator of USDA's Federal Grain Inspection Service.

FGIS was established under the U.S. Grain Standards Act of 1976, signed into law last October. Under the act, all grain exported from the United States must be inspected for grading and weight before being shipped overseas.

In California, Dr. Bartelt held several administrative posts with the Department of Food and Agriculture. From 1969 to 1972 he was assistant director of the department and chief of its Division of Inspection Services. The division included federal-state grain inspection, weights and measures enforcement, federal-state shipping point inspection, fruit and vegetable standardization, agricultural chemical control, and other regulatory activities.

Since 1972, he has been assistant director and chief of the state Division of Animal Industry, supervising meat and dairy regulations. He also has been the state veterinarian.

Born in Byron, Calif., Dr. Bartelt, 55, received his doctorate in veterinary medicine from Iowa State University.

## Texas State Lawmaker Named Top USDA Lawyer

*Sarah Weddington*, a former member of the Texas State Legislature, has been appointed general counsel of USDA.

She will supervise legal services provided by USDA's Office of the General Counsel for all Department programs. OGC lawyers handle legal services required to formulate and conduct Department programs and enforce laws under USDA jurisdiction. She will also be counsel for the Department's Commodity Credit Corporation and the Federal Crop Insurance Corporation.

Weddington, 32, was elected to the Texas House of Representatives in 1972 and reelected in 1974 and 1976. In 1975, she was named one of the 10 best state legislators in Texas. During her term in office, Weddington cosponsored a bill to provide for the taxation of agricultural land based on its productivity rather than its market value.

Weddington opened her law office in 1971, and since 1975 has been certified as a family law specialist by the Texas Bar Association. She has had extensive court experience in state and federal law.

She served three years as assistant reporter for an American Bar Association

special project to reevaluate ethical standards, and practiced for a year as assistant city attorney for Fort Worth.

Born in Abilene, Tex., Weddington obtained her B.S. degree, magna cum laude, at age 20 from McMurry College and her law degree from the University of Texas, Austin, two years later.

## Area Development Expert Named RDS Administrator

*Dr. William J. Nagle*, an Iowa native with experience in community development both here and abroad, has been appointed administrator of USDA's Rural Development Service. RDS is responsible for leading and coordinating the federal rural development effort.

Dr. Nagle most recently was director of economic development for the State of Maryland. Earlier, as president of his own consulting firm, he worked in policy management, development, planning, housing and international development.



Dr. Nagle, 48, started the multi-county development district program for the U.S. Department of Commerce, and served as the program's first director until 1968. He was president and chief executive officer of Volunteers in Technical Assistance, a non-profit organization that assists developing countries on domestic social projects. He was employed by the State Department from 1963 to 1966, and earlier worked for the Peace Corps and the Atomic Energy Commission.

Dr. Nagle taught political science at Georgetown and Howard Universities, and started the Institute of Urban Studies at Cleveland State University. He received his Ph.D. degree in political science in 1959.



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## Former Tenant Farmers Selected

### "FmHA Farm Family of the Year"

Life has changed a lot for *Lloyd P. Klabunde*. By his own hands and with help from USDA, Klabunde has progressed from being a tenant farmer to owning his own farm, and has seen his net worth increase from \$7,600 to more than \$600,000.

A wheat farmer in Emmet, N. Dak., Klabunde started farming in 1946 on 320 acres he rented near his present farm. Five years later, Klabunde got married and rented another 160 acres. Ten years after that, he rented 160 acres more.

Then in 1964, the Klabundes received a \$48,000 farm ownership loan to buy 800 acres, including 320 acres they previously rented. The loan was made by USDA's Farmers Home Administration which provides financial assistance to families wanting to own and operate their own farms.

As tenant farmers, the Klabundes had borrowed nearly \$21,000 from FmHA in 1958 to buy a bull, dairy cows, and farm machinery.

Last year, the Klabundes paid off the remaining FmHA loan, and are now able to get non-government credit.

In recognition of their achievements, the Klabundes recently were selected as the "1976 Farmers Home Administration National Farm Family of the Year."

The Klabundes have three children; *Virginia*, 25, *Jane* 19, and *Wayne*, 22. Virginia is assistant director of nursing at a nursing home in Stanley, N. Dak.; Jane is a student nurse in Minot, N. Dak.; and Wayne helps his father farm and rents additional land on his own.

The farm family award is made annually to those families who have progressed in farming and improved their living standards with the help of FmHA. The Klabundes were selected for the honor by a seven-judge panel.

In announcing the award, Deputy Secretary *John C. White* said: "The Klabunde family's success in building an award-winning farm proves it is still possible for a capable and industrious family to start and succeed in farming with modest resources in the beginning."

(Continued next page)



*Lloyd and Lorraine Klabunde examine records of their farm operation at home in Emmet, N. Dak. On wall are two plaques honoring the Klabundes as "FmHA Farm Family of the Year." Under dark sky forecasting rain, (below) Klabunde prepares to return to the field to continue spring seeding.*



Competition for Farm Family of the Year starts on the county level and progresses through district and state levels. State winners are entered in a national competition and narrowed down to five finalists. Judges who selected the Klabundes as 1976 winners were:

*George E. Bagley* of St. Joseph, La., president of the National Association of Conservation Districts;

*Tony T. Dechant*, Denver, Colo., president of the National Farmers Union;

*Russell Jeckel*, Delavan, Ill., hog farmer; *Irwin B. Johnson*, Washington, D.C., former director of information for FmHA;

Congressman *Ed Jones*, of Tennessee, chairman of a House subcommittee;

*Leslie W. Peterson*, president of Farmers State Bank of Trimont, Minn.;

Dr. *Vila M. Rosenfield*, Greenville, N.C., professor at East Carolina State University.

For their honor, the Klabunde family will receive a trip to the Nation's Capital with all expenses paid by Sperry-New Holland, farm machinery manufacturer and cosponsor of the farm family program with FmHA. While in Washington, the Klabundes will be greeted by President *Jimmy Carter*.

Looking back over his farming career, Lloyd Klabunde said that 1960 and 1961 "would have to be considered our toughest years." He was severely burned in 1960 when a grain elevator he was helping to move touched a power line. In 1961, he was hospitalized once and his

wife three times because of illness, and drought reduced their harvest to 25 bushels from 100 acres of wheat.

Last year, the Klabundes raised durum wheat on 840 acres of dry land and had 250 acres of irrigated hard wheat. The durum produced 40 bushels per acre; the hard wheat 45 b.p.a. Last year was also the first time the Klabundes raised wheat under irrigation. Altogether, the Klabundes have 1,520 acres of cropland, 140 acres of improved pasture, and another 140 acres of sloughs and wastelands.

On three separate occasions, Klabunde and his wife worked second jobs after becoming farmers to supplement their farm income. Lorraine taught rural school from 1949 to 1951, and Lloyd drove a school bus in 1958. From 1968 to 1973, Klabunde and his brother operated a butcher shop on the farm—as another source of income—which they later gave up because of the time needed for irrigation.

The Klabundes, who lived in a basement for six years before they got their FmHA farm ownership loan, have since built and recently remodeled their house. The Klabundes still butcher their own meat, and Lorraine cans and freezes food from a large garden.

Klabunde has received several awards for soil and water conservation practices and is community committeeman for USDA's Agricultural Stabilization and Conservation Service.

## TEST YOUR SEX I.Q.!

See how you score on the following questionnaire prepared by USDA's Federal Women's Program. Figures apply to late 1976. The answers appear on page 4 of this issue.

1. What percent of USDA's workforce is female?

24.5      14.7      32.4

2. What is the average grade of women in USDA?

9.4      8.7      5.86

3. What is the average grade of men?

12.3      9.7      11.2

4. The average man in USDA earns how much?

\$12,603      \$18,194      \$15,977

5. How much does the average woman in USDA earn?

\$8,427      \$10,543      \$12,690

6. How many of the 243 different jobs in USDA are all-male?

103      67      13

7. How many supergrade women (GS 16-18) are employed in USDA?

39      4      14

8. How many supergrade men in USDA?

51      70      247

9. The largest number of women in USDA are in grade:

GS-5      GS-7      GS-13

10. The largest number of men in USDA are in grade:

GS-7      GS-13      GS-9

## DID YOU KNOW?

**DURING THE NEXT TEN YEARS, BUSINESS AND INDUSTRY WILL INVEST BETWEEN \$2,000 BILLION AND \$4,000 BILLION IN CAPITAL EXPENSES.**

**THIS WILL BE MORE THAN DOUBLE THE EXPENDITURES OF THE LAST DECADE, AVERAGING \$34,000 FOR EVERY AMERICAN PRODUCTION WORKER.**

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Ad Council

## PEOPLE

*Samuel T. Waters*, associate director of the National Agricultural Library, is the new Vice President/President-elect of the Federal Librarians Round Table (FLIRT), of the American Library Association. FLIRT promotes library services and the library profession in the federal community and serves approximately 4,000 federal librarians who work in the 2,000 federal libraries. Its goal is to help stimulate research and development relating to the planning, development, and operation of federal libraries.



## One-Time Local Traveler Now International Jet-Setter

The following article about Edward P. Cliff is part of a series highlighting interesting activities of some former USDA employees. In an earlier issue, *USDA* profiled Carl B. Barnes, who retired in 1971 as Director of Personnel. If you know of other exciting stories send them to *USDA*.

"Ed" Cliff was Chief of the Forest Service from 1962 to 1972. According to the agency, Cliff held the position longer than any other Chief since the beginning of the Century.

During his distinguished career, Cliff used to boast—or at least he was able to—that he had visited all 154 national forests at least once.

Now Cliff spends much of his time traveling overseas. Not as a tourist, reminds Susan Yonts, but as part of his second career. Yonts is a member of the Forest Service Information staff in Washington D.C. She wrote the following story:

A week after his retirement, Cliff started working as a consultant for the National Materials Policy Commission. The commission was created by Congress to review the nation's needs in all materials such as metals, gas, and land use.

Cliff worked in the areas of timber, fiber, and land use—projecting America's uses of these materials for the near future. Once the needs were determined, the commission sent its report to Congress to help in developing policy.

After completing the commission job, Cliff began working for the United Nations in July 1973 doing international consulting work. That summer he went to Greece to review the Food and Agricultural Organization's forestry project, and to advise the Greek Government on forestry.

For most of 1974, Cliff headed a nine-member team to Honduras to review a development project for the management of the largest pine forest in the country. Sponsored by FAO and the Inter-American Development Bank, the team made recommendations on the overall management of the forest, including the areas of fire protection and industrial development.

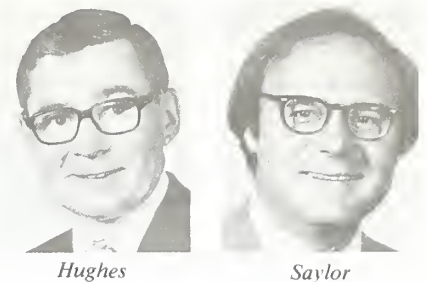
In the winter of 1975, Cliff was again back in Central America. This time as a member of a three-man mission to review FAO's Forest Industry Advisory Group's work in all of Central and Latin America. After completing that mission, he traveled to Chile to evaluate FAO's Forestry Technical Assistance Program.

Cliff apparently did such a good job that the next year FAO sent him to Africa on a similar mission. He traveled through six countries evaluating the work of the Forest Industries Advisory Group for Africa.

In the fall of 1976, Cliff worked in Brazil as a volunteer consultant with the International Executive Service Corps. IESC has experts available to help employees of private companies and government agencies in developing nations acquire the skills needed to become more efficient and productive.

In Brazil, Cliff was assigned to a company that needed advice on planting a large area of trees in order to make an integrated pulp and paper company. He advised the company on methods of reforestation and development of a transportation system.

After completing that assignment, Cliff journeyed again to Chile under the sponsorship of the United Nations to develop the New Forestry Technical Assistance Program. He finished that project shortly before last Christmas.



### Hughes, Saylor Named To Top Posts In FAS

Former USDA executive *Thomas R. Hughes* has been appointed administrator of the Foreign Agricultural Service. And *Thomas R. Saylor* has been named Hughes' deputy.

Since 1969, Hughes had been a consultant in the Nation's Capital serving primarily as a representative for the State of Minnesota and for the Texas Department of Agriculture. Prior to that he was executive assistant to *Orville L. Freeman*, during Freeman's terms as Governor of Minnesota (1954-60) and as Secretary of USDA (1961-69).

A native of Wisconsin, Hughes attended Macalaster College and the University of Minnesota.

Saylor, 29, has served on the Senate Committee on Agriculture, Nutrition and Forestry since 1973, working primarily on USDA international programs and trade legislation. He was born in Augusta, Ga.

Saylor obtained a B.S. degree from the Georgia Institute of Technology and a master's degree from Harvard University prior to joining the committee staff.

So far, 1977 has been just as busy for Cliff. He was a visiting professor at the University of Minnesota's College of Forestry for a week in January; presented a paper at the University of Denver in early April; and later that month evaluated FAO's forestry program in Turkey.

In May he was part of a two-man mission to India. There he reviewed India's forestry institutions and made recommendations to the Indian Government on how to improve the areas of forestry education, research, and administration.

Between global assignments, Cliff works as a consultant with the United States Agency for International Development. With USAID, he has helped set up two forestry research projects which are operated by USDA's Forest Products Laboratory in Madison, Wis.

"And when I'm not traveling and doing consulting work," says Cliff, who lives in a restored townhouse in Alexandria, Va., "I tend my garden, catch up on my correspondence, and try to keep out of trouble." □



Standing behind lectern, Cliff participated in 1963 ceremony with President Kennedy dedicating the Pinchot Institute for Conservation Studies in Great Towers, Pa.

## WHAT RDS DOES

The Rural Development Service is responsible for coordinating a nationwide program for enhancing the quality of life in rural areas and for improving the rural environment.

The focal point for rural development leadership, RDS cooperates with other executive agencies and departments, state and local governments to work out arrangements that will result in a better delivery of federal programs to rural communities.

Rural communities are defined as towns with a population of 10,000 or less, although towns of up to 50,000 population are eligible for some types of rural development assistance.

The assistance may take the form of loans, grants, or technical aid to provide community facilities and services that will stimulate human development, provide additional jobs through economic development and improve the natural scenery.

Although it provides no financial assistance itself, RDS helps rural communities obtain access to loans and grants from a variety of public and private sources.

RDS provides the assistance through the computerized information system, Federal Assistance Programs Retrieval System. This one-step service provides complete and current information on over 1,000 federal loan and grant programs available to U.S. communities.

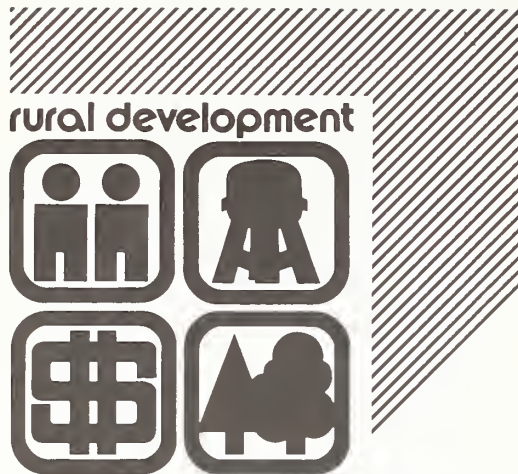
By using the computer, local leaders can identify in minutes assistance available for a particular project and learn how to apply for assistance.

RDS also provides state and local governments and community leaders with assistance to promote effective rural development programs. When problems impede development progress, the agency works with local administrators to bring about needed changes and improvements.

RDS helps citizens contribute to rural development efforts by working with national and local groups to increase their understanding of rural development programs and their participation in specific projects.

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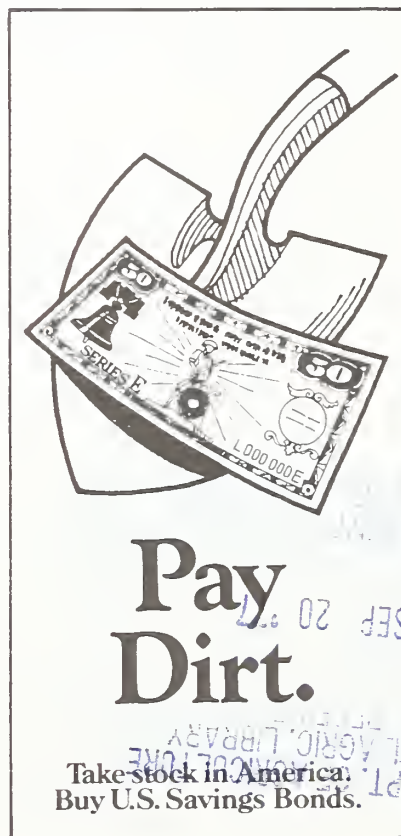
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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant



The agency also conducts the National Rural Development Leaders School to give local leaders training in the "whys," "whats," and "hows" of rural development. During their training, participants meet with representatives of various institutions that provide rural development assistance, and wrestle with the challenges of developing a typical rural area.

As a basic element of its operations, RDS assists the Secretary of Agriculture in establishing national rural development goals, and in evaluating the nation's progress toward meeting them.

Finally, the agency works to establish and expand research efforts related to the human, economic, and community development in rural areas, and provides a wide range of information on rural development to the general public.



## Farm Foundation Director Appointed Administrator Of Extension Service

Dr. W. Neill Schaller, of the Farm Foundation in Oak Brook, Ill., has been appointed administrator of USDA's Extension Service.

He was until recently associate managing director of the Farm Foundation. The foundation works with universities, government, and industry to stimulate research and Extension activities to help improve the well-being of nonmetropolitan people. During his 7-1/2 years with the foundation, Dr. Schaller worked closely with Extension leaders in almost every state.

Previously employed by USDA from 1957 to 1969, Dr. Schaller served one year as acting deputy assistant administrator for International Agricultural Development and for nine years as program leader in the farm production economics division of the Economic Research Service.

In 1957-60, he worked for ERS in Berkeley, Calif., conducting economic research at the University of California.

As administrator of the Extension Service, Dr. Schaller will head the national office for the Cooperative Extension Service. The Extension Service has offices in the 50 states, Puerto Rico, Guam, the Virgin Islands, and the District of Columbia.

Dr. Schaller has served on several research and Extension review teams for universities, USDA, and Council on Agricultural Science and Technology. In 1970, he participated in the International Conference of Agricultural Economists in the Soviet Union.

Born in Stamford, Conn., Dr. Schaller, 48, obtained an A.B. degree from Princeton University in sociology and a Ph.D. in agricultural economics from the University of California, Berkeley.

Man is the only animal that can be skinned more than once.

### (Answers to I.Q. Test)

1. - 24.5
2. - 5.86
3. - 9.7
4. - \$15,977
5. - \$10,543
6. - 13
7. - 4
8. - 247
9. - GS-5
10. - GS-9



## USDA DETECTIVES TRACK DOWN FOREIGN AGENTS

On stakeout along our nation's borders, armed with badge and instinct, stand a corps of veteran and aggressive detectives. On around-the-clock surveillance, the agents are on the lookout for some of the wildest suspects ever to threaten society. The agents' job is to track down and capture the fugitives before they strike.

The "detectives" in this case are USDA plant quarantine inspectors and their quarry: foreign pests, plants, and animals potentially hazardous to American agriculture.

Employed by APHIS (the Animal and Plant Health Inspection Service) the inspectors form the front line of defense against an army of tiny invaders capable of doing extensive damage to U.S. crops, forests, and shrubs. The inspectors are stationed at border crossings, airport terminals, and at seaports where they inspect all incoming cargo and passenger luggage for insects and other agricultural pests.

Assisted by Customs agents searching for drugs, the inspectors search all types of hiding places for innocent-looking bugs and plants that can destroy entire animal herds, devastate crops, or completely strip a forest. In a few classic cases, USDA inspectors have found food wrapped in soiled baby diapers; mangoes packed in commercially sealed cans deceptively labeled "peaches"; Italian salami in olive oil cans; apple tree seedlings in phony hollowed-out walking canes; and a parrot inside of an ornamental drum. The parrot had been drugged to keep it from squawking.

According to APHIS, plant and animal pests and diseases each year cost Americans over \$12 billion. Much of the damage is done by insects from foreign countries and by those that have no natural enemies in the United States to keep their populations in check. Practically all of the pests entered this country through methods almost undetectable by agricultural inspectors.

In spite of inspectors' best efforts, insects and diseases still manage to enter the U.S.



*APHIS inspectors work around the clock to prevent entry into the United States of potentially destructive pests, plants, foods, and animals.*



*Inspector at Baltimore harbor examines incoming cargo. To keep ships moving, crews are allowed to unload cargo into warehouses where it is kept until U.S. inspectors can examine.*

secretly hidden in such places as the lining of clothes; in soil embedded in tire grooves on cars and trucks; on shoes of travelers who visited farms overseas; in garbage from incoming ships and planes; and in some cases, on travelers themselves.

On several occasions, inspectors have intercepted passengers arriving with food tied around their waists, and recently, with various species of destructive pests in their pockets. The inspectors intercepted the passengers by acting on hunches developed from inspecting previous passengers also from the same region. Normally, says APHIS, inspectors do not make personal inspections or search the clothes a traveler is wearing unless the inspector becomes suspicious.

Acting on suspicions, for example, Inspector *Rene Berlingeri*, stationed in Puerto Rico, uncovered an unusual technique for smuggling a fighting cock into the United States. At San Juan International Airport, Berlingeri opened a passenger's carry-on bag to examine it by hand rather than relying on the X-ray machine. Inside, he found a live rooster wrapped in aluminum foil in an attempt to avoid X-ray detection. Berlingeri confiscated the bird.

Also in Puerto Rico, Bio-aid *Roberto Santiago* was approached by a passenger while inspecting luggage at a pre-flight counter. The passenger asked about the possibility of taking eggs to the mainland. Having become suspicious, Santiago went to the baggage area and asked the airline agent to open the passenger's bag. Just minutes after he had inspected the bag, Santiago found 24 eggs inside which he confiscated.

Specialists with years of training and experience, USDA inspectors often have to use all of their talents to keep out "unwanted visitors." Challenged by sophisticated smuggling methods, the inspectors have to be able to think along with—and ahead of—travelers arriving with restricted foods, plants, birds, or other animals.

Among the methods attempted to smuggle in goods, particularly birds, are false-

*Continued on page 4*





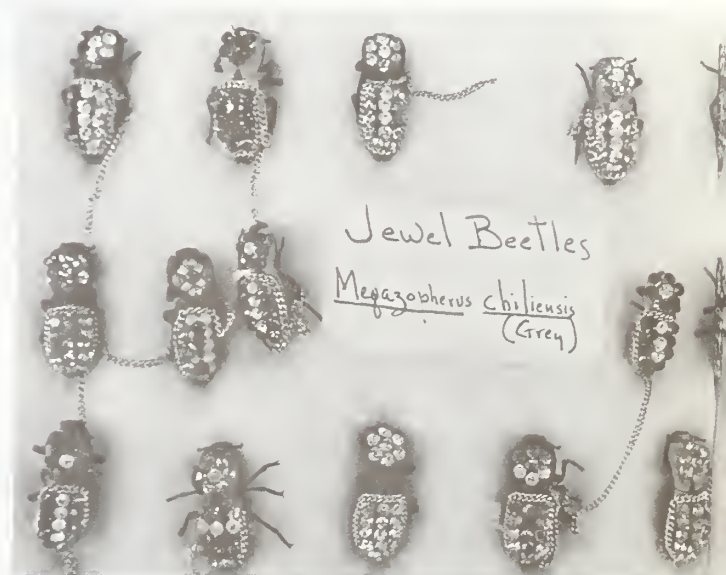
*USDA inspector intercepts restricted foods at JFK International Airport.*



*Sample of items seized by USDA inspectors: coffee and olive oil cans containing meat products; diseased orange; snails wrapped in lettuce.*



*Tank used on maneuvers in Europe is examined upon return at Morehead City, N.C.*



*One of the unusual ways insects are brought to U.S. is as broaches pinned on undersides. Mexican beetles are decorated with sequins, fitted with tie clasps on undersides to tourists.*





*Seated inside of boxcar, USDA inspector examines farm products on Mexican side of border near El Paso, Tex. Under cooperative agreement, inspectors are prohibited from entering foreign country wearing uniforms.*



*Inspector places blacklight traps around perimeter of airport to catch any escaping insects from airport cargo area.*



*On ladies' lapels. Live side of body, and sold*



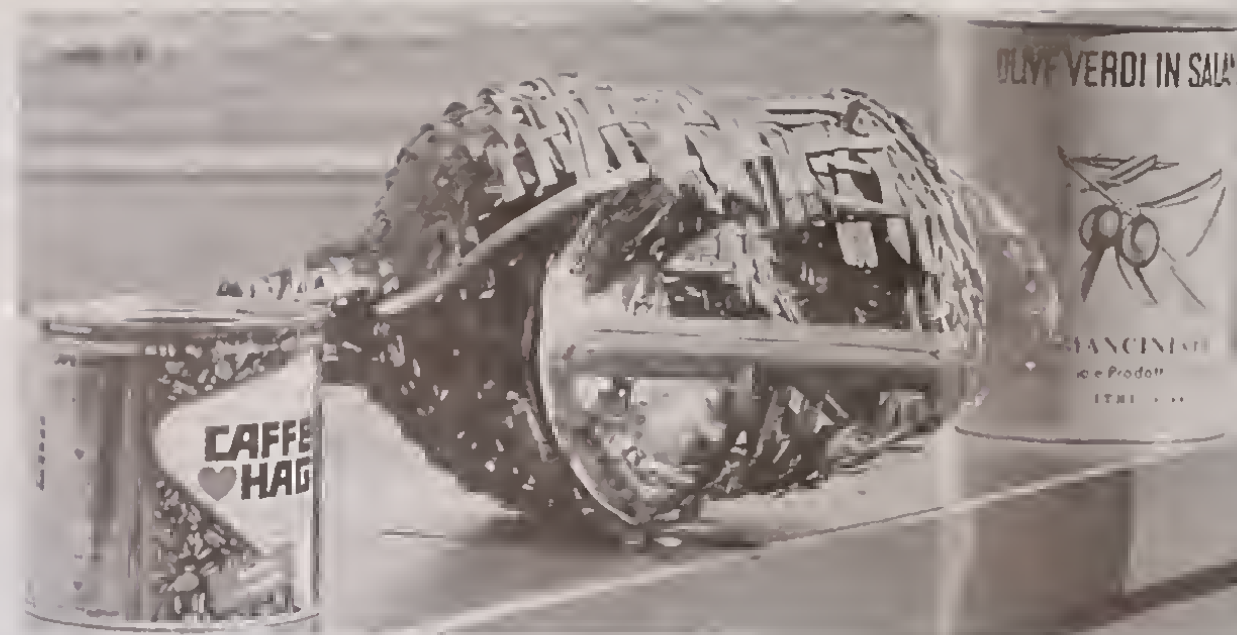
*Inspectors examine mound of food confiscated in 24-hour span at JFK International Airport.*







*USDA inspector intercepts restricted foods at JFK International Airport.*



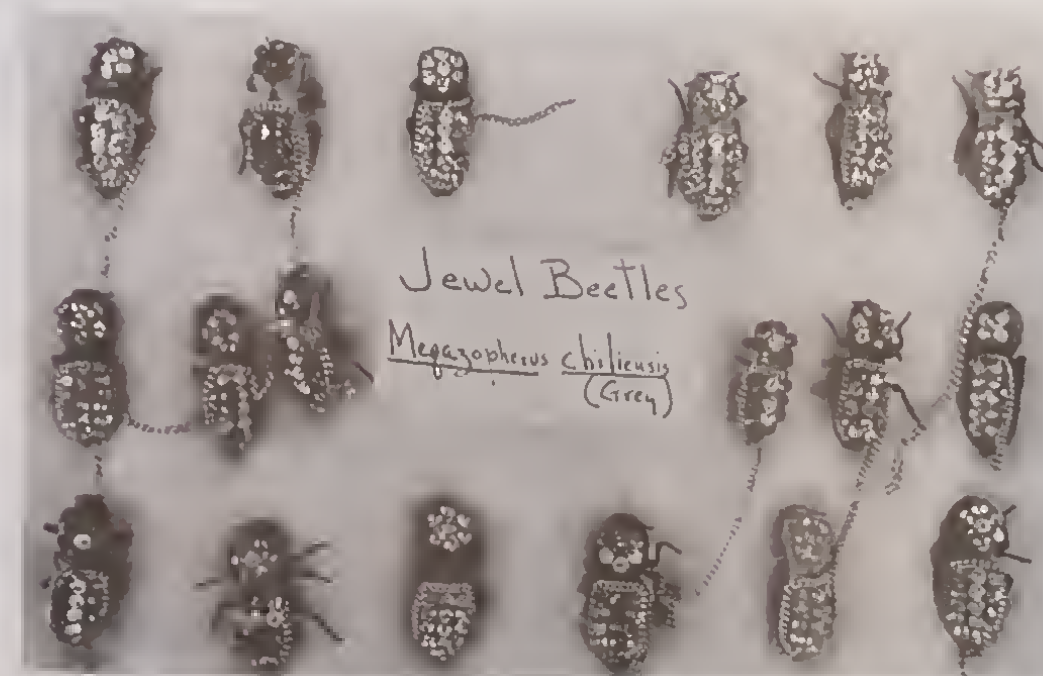
*Sample of items seized by USDA inspectors: coffee and olive oil cans containing meat products; diseased orange; snails wrapped in lettuce.*



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*Tank used on maneuvers in Europe is examined upon return at Morehead City, N.C.*



*One of the unusual ways insects are brought to U.S. is as broaches pinned on ladies' lapels. Live Mexican beetles are decorated with sequins, fitted with tie clasps on underside of body, and sold to tourists.*

*Inspector places blacklight traps around perimeter of airport to catch any escaping insects from airport cargo area.*



*Inspectors examine mound of food confiscated in 24-hour span at JFK International Airport.*





At U.S. post offices, mail from foreign countries is examined for illegal agricultural products as well as hidden insects. At some post offices, X-ray machines are used to verify parcel contents.

bottom cages and traveling bags, noted Gary Snyder, staff officer with APHIS port operations in Hyattsville, Md.

Snyder said that travelers will try almost anything—to bring almost everything—into the country.

In some areas, Snyder said, “birds have become so expensive, that smugglers have given up narcotics and turned to smuggling birds.” Not long ago, he added, Customs agents searching for drugs alerted USDA inspectors to a couple in a private plane who were trying to smuggle in from Mexico over 1,200 birds worth nearly \$1 million.

At Miami International Airport, he recounted, a passenger entered the office of USDA inspectors and said that another passenger on the plane that had just landed had two parrots which she might try to conceal from Customs. She also said that the parrots had gotten loose in the plane during the flight.

During a personal inspection of the passenger, inspectors found one parrot in the pocket of a jacket she was wearing, and another in her purse. The passenger was

taken to the inspectors’ office to fill out an owner’s agreement.

As she entered the office, a third parrot was perched on her finger. The inspectors seized the bird and explained to the passenger her options. She could either abandon the birds, or send them back to Honduras, since they did not meet possession requirements. As the inspectors said this, a fourth parrot “appeared” in the passenger’s hand—from apparently up her sleeve. That bird was seized, too.

On another occasion in Miami, an inspector encountered a passenger who had just arrived from Trinidad. She had three large suit-cases full of exotic foods, and her clothes stuffed in a handbag. About half of the food had to be taken away.

A passenger going through Customs in Houston summoned USDA inspector

Jack Thompson. He told Thompson that he had a “heart medicine” and asked if he could bring it in. On being questioned, the passenger admitted that the “medicine” was actually two Italian hams. Then he produced a letter from an Italian doctor stating that the traveler “required this food for a heart condition” and to “please let it pass.” Nevertheless, Thompson seized the hams. Later, he learned that they were intended as gifts for two American doctors.

One of the more painful experiences for a USDA inspector occurred at the U.S.-Mexico border. An inspector stuck his hand into a woman’s purse and encountered a loaded mousetrap. Now he wears gloves during inspections.

With all due respect, it is comforting to know that without any concern for fame or glory, USDA inspectors are performing their job painstakingly.



Inspection area at JFK International Airport.



Inspectors are required to fill out a report each time they make an interception.

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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant



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U.S. NEWS  
1977

## RUSSIAN LANDS IN U.S. FOREST

Clutching his "chute strings" with winds lashing his face, the first Soviet smoke-jumper ever to parachute in the United States landed on target recently on the Okanogan National Forest about 100 miles from Seattle, Wash.

*Nikolai I. Andreev*, chief of the Pushkino Central Airbase in Russia, made his historic jump from an altitude of 2,000 feet from a twin-engine DC-3. The plane is owned by the Forest Service and was piloted by *William Mey* and *Edward Kral*, USDA veterans.

to wind up in trees. Andreev, she said, landed on the ground at the edge of the target meadow, with his canopy hanging from a nearby pine.

Pontarolo added that Andreev used his own parachute and other equipment for the jump which he left at the North Cascades base for U.S. officials to study. Instead of a static line to open the canopy, Pontarolo wrote in a newsletter, the Soviet parachute utilizes a small pilot chute activated by a timing device after the jumper exits the aircraft. The pilot

by Moody and Doug Bird. On that trip, Moody made two parachute jumps—once using his own equipment, the other time using Soviet gear—and left his equipment for the Soviets to study.

After Andreev's jump in the Okanogan, the Soviets were led on a tour of logging operations in the Winthrop Ranger District by Ranger *Thomas Elton*. The next day they were guided through the Twisp Ranger District by Ranger *Dave Yates*, who fielded questions from the Russians ranging from the various types of trees to contract procedures for logging.

On their last day on Okanogan, the visitors stopped at an old homestead site where they beamed over a small spring named "Russian."

Before flying to Missoula, Mont. on another leg of their journey, the Soviets were honored at a farewell dinner at the home of *Phil Gum*, Okanogan fire staff officer. □



*Smokejumper Base Manager Bill Moody, left, and Nikolai Andreev, USSR, congratulate each other after historic jump to Bear Creek smokejumper training site, Okanogan NF. Andreev heads USSR's 2,000 man smokejumper force.*

Joining Andreev on the history-making jump were the manager of the Forest Service's North Cascades Smokejumper Base, *Bill Moody*, and 12 other Forest Service jumpers. The group included *Bob Miller*, *Ash Court*, *Bob Kinyon*, *Steve Reynaud*, *Craig Boesel*, *Ted Bolin*, *Barry George*, *Larry Longley*, *Mike Michael*, *Dave Cotner*, and *Baynard Buzzard*, who also acted as spotter. *Doug Bird*, group leader at the Boise (Idaho) Interagency Fire Center, was also in the contingent.

*Maryalice Pontarolo*, information officer for the Okanogan National Forest, said that although most of the jumpers ended up in the target area near Bear Creek, strong winds caused some of the jumpers

chute in turn opens the main canopy. Because of his parachute, Andreev was dropped from an altitude 500 feet higher than the rest of the group.

Base manager Moody said, "we were very impressed with the Soviet's parachute, and may incorporate some of its principles in our design."

Andreev was accompanied to the United States by two other Russian foresters, *Dr. Victor G. Atrokhin* and *Nadezhda Larionova*, who served as interpreter. The Soviets began their three-week U.S. visit at Forest Service headquarters in Washington, D.C. Their exchange visit followed a similar trip to Russia last fall

## Government Offers Brand-Name Products At Discount Prices

Local stores aren't the only firms that offer discount prices. The Federal Government also offers tremendous savings on a wide range of consumer products.

Cars. Planes. Typewriters. Just about anything you can name you might be able to find at a government discount sale. And probably pay less than you would elsewhere.

The sales are advertised in newspapers, on radio and television, and conducted by the General Services Administration. Notices of the sales are also posted in such buildings as post offices, town halls, and county seat offices.

The brand-name products offered for sale are items which the government has "surplused" to make room for better or newer equipment. Although the items are used, many are in good and working condition, says GSA's Consumer Information Center.

(continued next page)

The items are sold by bid in three different manners: The first way is through sealed bids where prospective buyers are mailed an invitation to bid, and given a chance to inspect the property. Then sealed bids are opened publicly at a specified date and time. Then there are spot bids where sealed bids are made during the course of the sale. And the third way is public auction, with individuals bidding against each other through an auctioneer.

If you want to get on the mailing list to find out more about the sales, contact your nearest GSA office. Or send a postcard for a free copy of "Buying Government Surplus Personal Property" to the Consumer Information Center, Department 654E, Pueblo, Colo. 81009.

\* \* \*

## RETIREMENT Q. & A.

If you are planning to retire soon—or even if you aren't—you may be interested in the following questions and answers. They represent some of the most frequently asked questions regarding the Federal Civil Service Retirement System.

In the next issue or two, *USDA* will present more of these often-asked questions for the benefit of employees. Other, more detailed questions are answered in Pamphlet 18, "Your Retirement System," available from the Government Printing Office for 85c.

The pamphlet notes that much of the information does not apply to employees who were separated from their jobs prior to October 20, 1969.

For further information on the retirement system, contact the Civil Service Commission or your personnel office.

### Q. How many kinds of retirement are provided for in the retirement law?

- A. Five. They are known as mandatory, optional, disability, discontinued-service, and deferred retirement.

### Q. Is there a minimum requirement as to the amount of civilian service?

- A. Yes. Five years of civilian service are required before retirement eligibility exists.

### Q. Must an employee apply for retirement?

- A. Yes. The employee must submit Standard Form 2801 (Application for Retirement). If separation from the service has not yet occurred or if separated for 30 days or less, the

employee should submit the application to the employing office. If separated for more than 30 days, the employee should apply directly to the Civil Service Commission.

### Q. Are any employees exempt from mandatory separation?

- A. Yes. Certain employees in the legislative and judicial branches of the government are exempt.

### Q. Under what conditions may an employee retire optionally?

- A. An employee is eligible for optional retirement upon meeting one of the following minimum combinations of age and service:
- (a) age 62 with 5 years of service;
  - (b) age 60 with 20 years of service;
  - (c) age 55 with 30 years of service.

Both age and service requirements must be met at the time of separation. For instance, an employee who separates at age 53 with 31 years of service will *not* be eligible for annuity at age 55, but will have to wait until age 62 when he or she will be eligible for a deferred annuity.

When an agency is undergoing a major reduction in force as determined by the Civil Service Commission, an employee may retire optionally at age 50 with 20 years of service, or regardless of age with 25 years of service. In this kind of retirement, the annuity is reduced by 1/6 of 1 percent for each full month (2 percent a year) the employee is under age 55.

### Q. Must application for optional retirement be made before the employee is separated from the service?

- A. No. However, it is advisable to apply in advance of the date scheduled for separation to expedite processing of the claim.

### Q. May an employee who resigns or is discharged for cause receive annuity under the optional provision?

- A. Yes. Regardless of the reason for separation, the individual who meets the age and service requirements indicated is eligible for such annuity

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Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant

unless convicted of offenses involving the national security of the United States.

### Q. Under what conditions may an employee retire for disability?

- A. An employee must become totally disabled for useful and efficient service in the position occupied and have completed at least 5 years of civilian service.

### Q. What constitutes "total disability"?

- A. Inability of the employee because of disease or injury, to satisfactorily and efficiently perform the duties of the position occupied or the duties of a similar position. It need not be shown that the applicant is totally disabled for all kinds of work.

### Q. Who determines whether an employee is totally disabled so as to qualify for annuity?

- A. The Civil Service Commission. Unless there is other evidence acceptable to the Commission, the employee must undergo an official medical examination which will be arranged, without cost to the employee, either by the employing agency or by CSC.

### Q. May disability annuity be based on any disease or injury?

- A. No. It may not be based on a disability of short duration, or on disability due to vicious habits, intemperance, or willful misconduct on an employee's part within the 5-year period preceding disability.

### Q. Must the injury or disease be incurred while on duty?

- A. No. If it is, the employee will have a choice between annuity under the retirement system and benefits from workers' compensation, and may choose the greater benefit.

### Q. Are medical examinations required after an employee is placed on disability annuity?

- A. Periodic examinations are required until the annuitant reaches age 60, unless it is determined in the meantime that the disability is of a permanent nature.

### Q. What is the status of a recovered disability annuitant?

- A. Upon recovering before reaching age 60, an individual can continue to receive an annuity (not to exceed one year) in order to find a job. If reemployed in government within the year, the individual stops receiving the annuity. If the annuitant is not



reemployed, annuity stops at the end of the one-year period.

**Q. When is a disability annuitant's earning capacity considered restored?**

A. Earning capacity is considered restored if, in each of two consecutive calendar years, the annuitant's income from wages or self-employment, or both, is at least 80 percent of the current salary of the position from which he or she retired.

**Q. Do restrictions on earnings apply to permanently disabled annuitants?**

A. Yes, if he or she is under age 60.

**Q. Is reinstatement in the federal service automatic upon recovery or restoration to earning capacity?**

A. No. An annuitant must locate a job by his or her own efforts.

**Q. If an annuitant who has recovered or whose earning capacity is restored is not reemployed in government, may he or she receive a further annuity after the disability annuity stops?**

A. Yes. The annuitant is considered involuntarily separated as of the date disability annuity stops and, depending on length of service, would be eligible for either: (1) deferred annuity which would begin at age 62; or (2) discontinued-service annuity after at least 20 years of service if age 50 or older, or after 25 years of service regardless of age.

**Q. Who is eligible for discontinued-service retirement?**

A. Any employee who is separated involuntarily, not due to misconduct, after reaching age 50 and completing 20 or more years of service, or after 25 years of service regardless of age.

**Q. Is annuity reduced for an employee under age 55 and retired under discontinued-service provisions?**

A. Yes. The annuity is reduced by 1/6 of 1 percent for each full month (2 percent a year) the employee is under age 55.

**Q. When is an employee considered involuntarily separated?**

A. When separated against his or her will and without consent except for cause on charges of misconduct, delinquency, etc. Some examples of involuntary separations are: reduction in force, abolishment of a position, or liquidation of an office or agency.

## FAS Gets Helping Hand From the "Biscuit Man"

Two heads may be better than one when it comes to developing markets for U.S. farm products.

In Singapore, Hugh Bright is co-operating with USDA's Foreign Agricultural Service in developing an export market for U.S. wheat.

Known as the "biscuit man," Bright works as a trouble-shooter for bakeries in the Far East that use flour milled from U.S. wheat to make crackers, cookies, and similar products. Whenever crackers are soggy, or cookies don't turn out right,

pinos, Indonesia, Malaysia, Thailand, Sri Lanka, India, and the People's Republic of China.

Together, those countries imported nearly \$1.7 billion of U.S. wheat and flour last fiscal year, or about one-third of America's total exports of those two products.

Bright works in Singapore as a consultant for Western Wheat Associates, U.S.A., which represents U.S. wheat producers as a market development cooperator with FAS in the Far East



*In Japan, "biscuit man" Bright prepares dough for making crackers which will be passed through rollers, laminated, folded, and passed through again to make dough light and tender; then samples finished product.*

bakery managers are likely to give Bright a call. A manager once himself—of an overseas biscuit factory—Bright knows that servicing clients in an important aspect of foreign market development. Service is particularly important in the Far East, where Western-style goods and baking techniques are relatively new in many areas.

From his Singapore base, Bright aggressively promotes American wheat in 11 nations, including Singapore, South Korea, Japan, Hong Kong, the Philip-

region. He also advises bakery officials on the construction and operation of new biscuit factories.

For the past 4 years, according to FAS, Bright made one trip a year to assist bakeries in Central and South America for Great Plains Wheat, Inc., a USDA market development cooperator servicing the Western Hemisphere.

A diplomat of sorts, Bright has spent his entire career working in the biscuit business. He joined Wheat Associates in 1971 after having managed a biscuit factory in Manila since 1960.



## Bergland Appoints Attorney To Administer AMS

*Barbara L. Schlei*, a Los Angeles lawyer is the Department's new administrator of the Agricultural Marketing Service.

Schlei was with the Equal Employment Opportunity Commission between 1965 and 1967. From 1967 to her present appointment, she was a member of the faculty of the University of Southern California Law Center and the Loyola University School of Law. She was also a clinical supervisor at the School of Law of the University of California at Los Angeles.

Between 1970 and 1975, Schlei moderated two weekly current-events television programs on stations KCOP and KTTV in Los Angeles.

From 1956 to 1960, she was an associate in a New York law firm where she worked primarily on anti-trust litigation and securities and exchange matters. In 1961 she became an assistant U.S. attorney in Washington, D.C.

Schlei is the author of "Employment Discrimination," and co-author of "Employment Discrimination Law," which was published last year. She also wrote the chapter on "Sex Discrimination" for *Labor Law Developments*.

As AMS administrator, Schlei will direct a variety of marketing and regulatory functions, including marketing order programs, a nation-wide market news reporting system, research and promotion programs, and activities authorized under the Perishable Agricultural Commodities Act, the U. S. Warehouse Act, and the Federal Seed Act.

Born in New York City, Schlei received a bachelor's degree in 1954 from Sarah Lawrence College, and in 1956 was an honor graduate of the Yale University Law School.

*Weldon B. Denny* has been appointed deputy administrator for programs of the Agricultural Stabilization and Conservation Service, and *Donald L. Gillis*, deputy administrator for management.

Denny first served with ASCS in 1947 as a field reporter in his native North Carolina. He moved up through the ranks to become North Carolina State executive director in 1969. Denny was until recently senior aide to North Carolina Governor *Jim Hunt*.

Prior to his appointment, Gillis was director of the ASCS Commodity Operations Division in Washington, D.C. He has also served as director of the former Minneapolis commodity office and as an ASCS assistant deputy administrator.



### ALMOST ANOTHER FIRST FOR REA

*REA Administrator David Hamil signs a contract with a Washington, D.C., firm to study the communications needs and related problems of rural Alaska. The contract is only the second that REA has awarded in recent years. Findings under the \$70,000 contract will be used as a blueprint for providing statewide telephone service in Alaska, where the rugged terrain, severe weather, and widely scattered population centers add to the difficulties of providing telephone service. Currently, six telephone systems financed by REA provide service to 27,000 Alaskan families over 8,000 miles of line. Among those who witnessed the signing are (from left): Michael Davis, vice president of the contracting firm; Robert Peters, REA branch chief; Henrietta D. McArthur, USDA deputy assistant secretary for rural development; Charles R. Ballard, REA assistant administrator; and William A. Ricketts, REA Western Area Telephone Director.*



*Assistant Secretary Carol Foreman congratulates George Bickerton (left) for receiving the Chapter Service Award of the American Society for Public Administration. Bickerton is director of the Management Improvement Division of the Food Safety and Quality Service in Washington, D.C. He was honored for contributions to the field of public administration, especially for ingenuity in managing annual conferences. Also present to congratulate Bickerton is Dr. Edmund N. Fulker (center), president of ASPA's National Capital Area Chapter and deputy director of the USDA Graduate School.*



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September 28, 1977



## ASCS Is Reorganized

The Agricultural Stabilization and Conservation Service is just about ready with a new look for its public.

Under a plan approved by the Secretary's Office, ASCS has organized divisions according to functions, rather than by commodities; created two new policy staffs to assess the impact of agency regulations; and reorganized the commodity operations divisions.

Under the reorganization, ASCS has also replaced the regional office system with an area office set-up.

ASCS Administrator *Ray Fitzgerald* said "the new organizational alignment will result in a more effective approach to program goals and legislative mandates, and provide more efficient assistance to state and county offices." Fitzgerald added that the new farm bill Congress has passed could conceivably expand ASCS activities.

Among other responsibilities, ASCS administers farm programs which:

- encourage full food and fiber production by the nation's farmers to meet market demands at reasonable prices
- protect farm income, and
- offer incentives to farmers and ranchers to follow sound conservation practices.

To the extent possible, agency spokesmen noted, all ASCS employees affected by the reorganization will be offered positions within the agency at their current salary level.

The new ASCS area offices were established to provide better service to state and county offices, and were motivated by the geographical concentration of certain crops.

Directing the five area offices are *Chipman Bull* (Northeast Area); *Clarence Gordy* (Southeast Area); *Jack Foust* (Midwest Area); *Robert Melbern* (Southwest Area); and *Arnold Bjorlie* (Northwest Area).

## Foreman Adds New Touch To Advisory Board Meeting

Parting with tradition, Assistant Secretary *Carol Foreman* invited two high school students and two parents to participate in a meeting of the National Advisory Council on Child Nutrition. The meeting was held in August in Washington, D.C.

The occasion marked the first time students or parents were permitted to play an active role in a meeting of the council since it was formed seven years ago.

Invited to attend the meeting were parents *Frank Williams*, chairman, health and welfare committee, Arizona State PTA, of Phoenix, and *Lorraine Tuzzo*, member of the school lunch committee of the Community School Board No. 24, Middle Village, N.Y.

The students invited were 10th grader *Bonnie Justus*, 15, of Fayetteville, N.C., and senior *Clifford Panken*, 17, of Trotwood, Ohio.

"I invited them to attend," Assistant Secretary Foreman said, "because I wanted the meetings to be broadly representative of the children who participate in the program and their parents. We are actively seeking their views on how the child nutrition programs are operated, and how we can improve them."

A strong consumer advocate, Assistant Secretary Foreman has pledged better access for citizens to the decision-making process involving USDA programs. Included among USDA's child nutrition programs, administered by the Food and Nutrition Service, are the national school lunch, school breakfast, summer feeding, special milk, child care food, and non-food assistance programs.

During the August meeting the students suggested that USDA enforce its regulations so that children receiving free or reduced priced lunches are not singled out or identified, and that the quality of meals be improved to respond to school-age groups.

(Continued on next page)

## How's Your Food I.Q.?

(Answers on page 4)

1. What is the largest grain crop in the United States?

wheat soybeans rice corn

2. Agriculture is the biggest industry in America.

True False

3. There is enough food in the world to last about:

30 days a year or more 10 years

4. Which of these countries is the largest buyer of U.S. farm products each year?

Russia India Mexico Japan

5. The U.S. sells far more farm products overseas than it buys.

True False

6. Farming uses more petroleum than any other industry.

True False

7. How many people, including farmers, are employed in the U.S. food and fiber business?

250,000 3 million over 10 million

8. The percentage of Americans living on farms is:

25% 10% less than 5%

9. The largest number of Americans living on farms live in the:

West Midwest South Northeast

10. One farmer produces enough food and fiber for himself and how many others?

10 25 56 100

11. As they become more affluent, people eat a greater variety of foods.

True False

12. The strongest demand for food worldwide during the next 10 years will be for:

meat vegetables food grains fruit

13. Reading about events occurring beyond the farm helps mainly to influence a farmer's

- a. knowledge of history
- b. production decisions
- c. understanding of people
- d. style of living

14. More farmers go broke because of management errors than from any other cause.

True False

15. The number of people living in U.S. rural communities is increasing.

True False

16. The U.S. consumes what amount of the 2 billion bushels of wheat it produces each year?

one-third about one-half all

17. Which region of the country produces the largest amount of U.S. farm products?

Northeast South West Midwest

18. The U.S. exports more food than any other country.

True False

19. When U.S. farmers sell food abroad, the most significant impact on the economy usually is:

- a. rising bread prices
- b. higher profits for farmers
- c. U.S. food shortages
- d. more non-farm goods for people

20. What percentage of food produced in the U.S. is exported?

50% 15% 34.7%

21. Which state exports the largest total of U.S. farm products?

Iowa California Texas Illinois

22. The U.S. agricultural trade surplus helps pay for Japanese cameras, French wines, Spanish shoes, German cars, and other imported items.

True False

23. Farm exports help U.S. taxpayers by:

- a. getting rid of fattening foods
- b. making tax forms easier to read
- c. reducing government farm programs
- d. reducing the need for freight trains

24. The number of acres of farmland converted each year to other uses (such as for shopping centers, airports, industries) totals:

100,000 50,000 3 million

25. The main purpose of government price supports on crops is to:

- a. ensure the farmer a profit
- b. help lowest income farmers
- c. remove the risk from farming
- d. offset severe price dips

(Foreman, continued)

The parents suggested, also unofficially, that nutrition education specialists be



In above photo, FNS Administrator Lewis Straus (right) welcomes parent Lorraine Tuzzo to child nutrition advisory meeting, then extends same courtesy to parent Frank Williams (below). Looking on are students Clifford Panken and Bonnie Justus.



used by the state agencies administering school feeding programs to improve the programs' efficiency.

Composed of 15 members, and chaired by Assistant Secretary Foreman, the advisory council reports to the President on ways to improve operation of child nutrition programs. Vice chairman of the council is FNS Administrator Lewis B. Straus.

## Real Estate Values Up

Almost triple the assets of the 10 largest U.S. corporations, the nation's farmlands soared in value to a record price in the year ending February 1977.

In a report issued this summer, the Economic Research Service said the value of America's farm real estate rose to more than \$495 billion, up 17 percent from a year ago. The average farm value also rose, according to ERS, to about \$200,000 to reach its highest level.

Meanwhile, *Fortune 500* listed the assets of the Top Ten U.S. corporations at about \$182 billion for 1976.



## Success Characterizes Program Some Presumed Would Fail

*JoAnne Duncan*, secretary; mother of two little boys; wife of a college-student husband. Comments: "It will help anyone with initiative. It can be used to improve yourself, whether as a private person or in your job." She's majoring in business administration.

*Lonnie Henderson*, computer operator; working toward a B.S. degree in management. Says "it's the best program that USDA has ever come up with." He attends day and evening classes and plans to graduate next summer.

*Pat Loyd*, supervisory personnel assistant. Regards it as "a tremendous opportunity to do something." She's studying college accounting.

What these three Forest Service employees are talking about is the Upward Mobility Program. They could well have been any one of 33 Forest Service employees currently enrolled in the program. All agree that upward mobility is the program that "puts it all together" for lower-grade employees to reach out to improve themselves and their careers.

While not promising a Horatio Alger type of success, the program—created three years ago—competitively selects and trains employees to qualify for assignment or advancement into other fields. Employees' skills are developed through classroom study and on-the-job training which widen the door to opportunities not only for the employee, but also for the agency which can draw upon a worker's new abilities.

The program is open to high school graduates and college dropouts seeking entrance into professional jobs by way of the collateral College Study Program (CSP); to unskilled, technical, administrative, or clerical personnel who wish to upgrade themselves through the Job Opportunities and Skills Training (JOST) Program; and to employees whose careers can be enhanced by attaining a high school equivalency diploma (GED Program).

Both *Henry Smith*, a general exhibits specialist, and *Thurl Bradley*, photographer with the Forest Service in Washington, D.C., say that GED is an excellent program and are glad they completed their courses.

"I had to go back a second time," said Bradley, "to pass my math exam, but I did it. I always wanted to finish high

school, but I felt I was too old. Now that I have my certificate, I can't tell you how good it is."

*Jackie Garrison* is also enrolled in upward mobility. She signed up for the program because "I didn't want to stay a clerk-typist all my life." She read of upward mobility when it began operating in 1974 and applied for the JOST program. Now a classification and wage specialist, Garrison says: "I really enjoy my work. I provide classification and career advisory services to other

Despite glowing reports about the program, upward mobility is no easy road to an expanded job future. Nor is it always successful in achieving the goals set for an agency and individuals.

An evaluation of the College Study Program last fall found that participants were divided almost evenly on whether it had made them better able to compete in the job market. One supervisor commented that an employee did not use the acquired knowledge from the courses, and that most of the coursework was irrelevant to job duties and responsibilities.

Asked whether the program had improved employees' performances, super-



*Among the Forest Service employees participating in the upward mobility program are (back row, left to right) Pat Loyd, Lonnie Henderson, and Betty Sierk. (Front row) Betty Culmer and JoAnne Duncan.*

employees, including some counseling on upward mobility."

*Betty Culmer*, public information specialist, has gone beyond the study-career targets set for her in the JOST program. She received a certificate in editing and is now pursuing a journalism degree on her own. She says that upward mobility is one of the best opportunities provided for anyone who sincerely wishes to advance to a professional level.

Then there is *Betty Sierk*, who is a technical information specialist also with the Forest Service. Sierk feels that the JOST program should be extended to include more people. She earned a degree in Biology before enrolling in upward mobility, but is taking courses now "to fill the gaps." Sierk is enlarging her scientific vocabulary to help with her job of writing, abstracting, and indexing.

visors, also, were almost evenly divided: 55% said yes; 45% said no. Other considerations, such as classroom time and the relevance of coursework to the actual job, evoked the opinion of one supervisor that the program was only being used to obtain excused absences from work.

On one occasion, the study revealed, an enrollee objected to being passed over for advancement because supervisors regard participants as part-time employees who are, therefore, not eligible for promotion.

Another concern expressed in the study was that in the Forest Service, the great majority of professional positions are located in the field. This gives participants in the College Study Program who

*(Continued on page 4)*

## RETIREMENT FACTS—Part Two

are willing and able to transfer where the jobs are—at the national forest level, for example—the advantage of gaining field experience and an edge over participants who are less mobile.

Forest Service personnel involved in administering upward mobility agree the program has problems.

"It's a long-range program," said *Bernie Akin*, Washington area personnel officer and program administrator. "It takes an average of 3 years for a JOST enrollee, and 5 years for a CSP participant, to achieve their targets. We are still a year or two away from statistically measuring the success of the program. Indications are favorable, though.

"One measure of the program's success is the fact that 80 percent of the enrollees are progressing satisfactorily toward their goals. Only a few have dropped out, and we'll have a few completions in a year or two."

The payoff, Akin pointed out, is not a promotion to a professional position—a common misunderstanding—but rather preparation for employment in professional fields.

Summarizing her opinion of upward mobility, one Forest Service employee said it takes a very strong person to make the program a success, as she did.

Another who enrolled in the program so she could attend college (something she had always wanted to do) declared she is receiving a great deal of self-satisfaction.

A third employee said that earning his high school diploma through upward mobility put him on a level with others and made him feel more confident on the job. Declaring it had been well worth his time and effort, he added: "No one said it would be easy."

**-Submitted by Robert Gibson, Forest Service**

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USDA Vol. 36, No. 20, September 28, 1977  
Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant

### Q. What type of service may be counted toward retirement purposes?

A. Any credit may be given for all service performed as an employee of the Federal Government or the District of Columbia government, including such service which was covered by Social Security.

### Q. Must the service be consecutive, or may separate periods of service be counted?

A. All service is creditable regardless of breaks in employment.

### Q. May periods of separation from service be counted?

A. No, with two exceptions: (1) any separation which is three calendar days or less is not considered a break in service and the time is counted; (2) credit is allowed for time during which an employee is separated from the service while receiving employees' compensation from the Office of

Workers' Compensation Programs if he or she is later reemployed under the retirement system.

### Q. Is military service counted toward retirement?

A. As a general rule, military service is creditable provided it was active service, terminated under honorable conditions, and performed before separation from a civilian position under the retirement system.

### Q. Is credit allowed for service during which no retirement deductions were taken?

A. Yes, provided the employee became a member of the retirement system after service was performed.

### Q. How is the amount of repayment determined?

A. The repayment is made up of the exact amount refunded *plus* interest

## Veteran P&SA Worker Moves Up To Associate Administrator

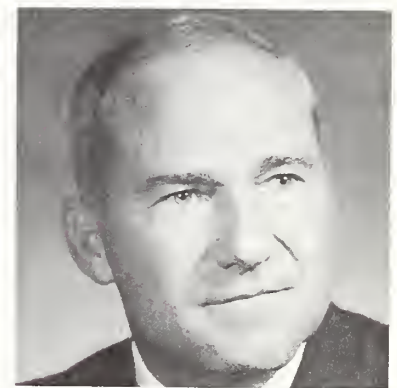
*Paschal O. Drake*, a veteran employee of the Packers and Stockyards Administration, has been named associate administrator of the agency by Secretary Bergland.

In announcing the appointment, P&SA Administrator *Charles B. Jennings* cited Drake's 25 years of service in helping administer the Packers and Stockyards Act. The Act regulates the business practices of those who buy and sell livestock, meat, and poultry.

Drake, 54, joined USDA in 1952 as a marketing specialist in Ft. Worth, Tex. He later served in the same capacity in Louisville, Ky., and was named district supervisor in Cincinnati in 1955. He was promoted to chief of the packer branch in Washington in 1962, and named division director six years later.

From 1968 until his present appointment, Drake was director of the Packer and Poultry Division, responsible for carrying out the provisions of the P&S Act as they apply to the meat packing and poultry industries.

Before joining USDA, Drake earned bachelor's and master's degrees in agricultural economics from Texas A&M University.



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★	<i>Answers to Food Quiz</i>	★
★		★
★	1. corn	★
★	2. True	★
★	3. a year or more	★
★	4. Japan	★
★	5. True	★
★	6. True	★
★	7. over 10 million	★
★	8. less than 5%	★
★	9. Midwest	★
★	10. 56	★
★	11. True	★
★	12. food grains	★
★	13. b	★
★	14. True	★
★	15. True	★
★	16. one-third	★
★	17. Midwest	★
★	18. True	★
★	19. d	★
★	20. 15%	★
★	21. Illinois	★
★	22. True	★
★	23. c	★
★	24. 3 million	★
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Reserve

Ag 844

Employee Newsletter  
of the U.S. Department  
of Agriculture

# 'USDA'

Volume 36  
Number 21  
October 12, 1977

## The Following Message Is Brought to You by . . .

At the request of the Office of Personnel, *USDA* is devoting this entire issue to health and safety news. Beginning with this issue, *USDA* will devote a total of 16 pages during the year—equivalent to four quarterly issues—to health and safety matters.

These pages are not only to provide information for employees, but also will serve as a forum for employees to discuss safety and health problems.

As issues arise, OP may solicit employees' opinions on health and safety matters. Employees should always feel free to submit comments or suggestions regarding health and safety at any time. Comments should be directed to the Department's safety manager, *Phillip R. Mueller*.

Employees may also help by sending in articles that may be shared with other workers. Mueller suggests that employees route proposed articles through their agency health and safety manager. Each agency has a representative responsible for developing and managing agency health and safety programs. The Safety Management Advisory Group meets monthly to assist in developing Safety and Health programs for *USDA*.

The advisory group is made up of agency managers, and the Department's medical officer, *Dr. Oleh Jacykewycz*. Employed in the Washington, D.C., area, the health and safety managers are:

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### A MATTER OF LIFE OR DEATH

President Carter has called upon Americans "to learn the basic fire prevention and personal fire safety practices and to apply these safeguards to reduce the toll of death, injury and property loss due to fire." Recent figures indicate that each year 7,500 Americans die, over 300,000 are injured, and more than \$14 billion in property is lost because of fire. In *USDA* recently, fire erupted in a computer facility in Washington, D.C. Fortunately, it occurred after most employees had left work. The photograph above shows some of the damage. *USDA* reminds managers that the ability to evacuate facilities properly in event of an emergency often can mean the difference between life and death. All facilities should have an adequate up-to-date fire protection plan.

—continued next page

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## Speak Out For Health and Safety

Every employee has the right, and the responsibility, to report unsafe and unhealthy working conditions. Many of these conditions may be resolved through informal discussions with supervisors. However, an employee is not required to await the outcome of the discussion before filing a written report.

Employees may also request an inspection by reporting the working conditions to the agency safety manager or his or her designee. The reports should specifically identify the problem and be signed by the employee or the employee's representative. Some agencies have forms designed especially for this purpose. If there is doubt as to whether a condition is unsafe or unhealthy, employees should contact their agency safety manager.

In case of imminent danger, employees should immediately contact the agency safety manager by telephone, and then follow the phone call with a written report.

If an employee is dissatisfied with the disposition of a report, he or she may request a review by the Department safety manager. If still dissatisfied, or if an action is delayed on the report, the employee may contact the Office of Federal Agency Programs, Occupational Safety and Health Administration, U.S. Department of Labor.

Complete procedures for reporting unsafe and unhealthy working conditions are contained in USDA Personnel Manual 791.

## ASK THE DOCTOR

*(The following column will appear regularly as a health and safety feature. Questions presented in this issue were asked in the environmental workshop at the USDA Safety Management Conference, held in Kansas City. The answers were provided by Dr. Oleh Jacykewycz, USDA medical officer.)*

**Q. Poison ivy and poison oak are a common problem among firefighters in the Forest Service. Which barrier creams are effective in preventing contact?**

A. There are several. One is Kerodex-51 which has to be prescribed by a doctor. While this is not an endorsement of the product, Kerodex-51 is non-greasy and can be applied with equal safety and effectiveness to the face, hands, and other areas of the body where protection is needed. Employees exposed to poison ivy or poison oak in their work should be taught how to recognize the plants and instructed to wear proper clothing, and to wash their skins and clothes as soon as possible after contact.

**Q. What can be done to control brucellosis which is a common problem among meat inspectors?**

A. Brucellosis is a bacterial infection, and an occupational health hazard to veterinarians, meat inspectors, and other employees working with hogs, cattle, and other bovine animals. The disease can be transmitted by skin contact or through inhalation. Brucellosis can be controlled by reducing exposure to infectious microorganisms and by reducing employees' sensitivity to infectious aerosols. Among the methods recommended to reduce exposure to brucellosis are to:

- ventilate work areas so that employees are not allowed to breathe harmful bacteria;
- enclose the ventilation system so that bacteria aren't blown on to other employees;
- provide sanitary washing facilities with antiseptic liquid soap to kill organisms on the skin;
- regularly disinfect all work stations and equipment;
- employ ultra-violet irradiation to destroy bacteria;
- provide special types of air masks to employees that remove small particles of bacteria;

- and most importantly, limit the disease in animals and thereby limit its transfer to man.

To reduce sensitivity to the disease, employees should not smoke; work areas should have the proper temperature and humidity to bolster employees' defense mechanisms against brucella bacteria; and employees should receive immediate treatment and monitoring of skin cuts and abrasions, be advised about the conditions which can increase susceptibility to brucellosis, and be immunized against the bacteria.

**Q. What are the hazards of using isoproterenol or adrenalin in treating reactions to insect stings?**

A. More damage can be done by the treatment with this drug than by the reaction to the insect sting itself. Isuprel - a brand name of isoproterenol - is an adrenalin-like compound with action on the heart, lungs, and blood vessels. It is a potent heart stimulant and has wide use for management of bronchial asthma, allergic lung reactions, and bronchitis. It should be administered only by a physician or para-medic as serious reactions can occur, including cardiac arrest.

**Q. Has red lead been banned from paint?**

A. Congress has decreed that paint for residential structures contain no more than 0.06 percent lead in the non-volatile components. Some old homes may have interiors painted with lead paint that may be peeling. This could be a source of lead poisoning in children.

**Q. What should be done for employees who are exposed to very noisy computer facilities on a regular basis?**

A. First determine if the noise is excessive. If so, enclose the equipment if possible, or soundproof the computer area, give employees ear plugs or ear muffs, and provide hearing tests for those exposed to high noise levels. The tests should be administered before an employee is hired and then annually to determine any hearing loss.

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USDA Vol. 36, No. 21, October 12, 1977  
Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant





## Got A Match?

Do you carry matches in carry-on luggage on airplanes?

According to the Federal Aviation Administration, it is dangerous and illegal. And anyone violating the law is subject to fines up to \$10,000.

Matches, says FAA, are hazardous because the match heads are flammable solids which can easily trigger an explosion on an aircraft. As an example, the agency pointed out, a smoldering fire in a piece of luggage or other closed container can make an aerosol can a hand grenade.

## Statistics Grim On USDA Health and Safety

Twenty-seven employees were killed, and nearly 2,400 others disabled, while performing their jobs with USDA in 1976.

So cites USDA's annual report on health and safety released by Secretary Bergland. Of the 27 fatalities, seven were due to heart attacks, six to aircraft accidents, five to car accidents, and four to employees being struck by objects. Three deaths occurred from firefighting activities, and two others were due to a fall and to a farm tractor accident. About 35 percent of the disabilities resulted from motor vehicle accidents.

The report states that in 1976 USDA losses resulting from injury compensation, property damage, and negligence claims amounted to almost \$14 million. The figure does not include additional losses that resulted from motor vehicle accidents.

"A significant portion of our compensation costs resulted from motor vehicle accidents and occupational illnesses," said Secretary Bergland in transmitting the report to agency heads. "A comprehensive motor vehicle management program is being developed within USDA. The program includes criteria for personnel operating vehicles and a vehicle inspection requirement.

"We are also working on a program to reduce the costs associated with occupational illnesses. Capability to administer an effective industrial hygiene program is being given high priority by the Department."

Finally, said the Secretary, a task force has been established to provide recommendations for upgrading USDA health

and safety programs. Task force members represent the Office of Personnel, Office of Finance, safety and health management, property management, and labor relations. Among the task force's suggestions are to increase the number of professional staff responsible for health and safety, emphasize health and safety in the Department's overall objectives, correct environmental health problems in work areas, and develop a reliable safety management information system.

## Let's Hear It For Safety's Sake!

Do you have problems regarding health and safety involving the General Services Administration? If so, send them to the USDA safety manager.

Recently, USDA wrote to the Secretary of Labor requesting guidance and assistance for correcting unsafe/unhealthy working conditions in GSA-leased facilities. A copy of the correspondence went to GSA.

GSA responded by requesting specific information on all locations so that the conditions could be investigated. USDA complied with the request and expressed additional concern over unsafe conditions in the USDA South Building in Washington, D.C., and in the Federal Building in Chickasha, Okla.

If you have specific health and safety complaints in GSA-leased facilities, the Office of Personnel would like to know about them. OP would also like to know what efforts have been made to have the problems corrected. Photographs would be helpful. Send the information to *Phillip R. Mueller*, USDA safety manager.

## Fire Detection Best Protection

Smoke detectors are ranked above fire extinguishers by many safety experts as the key to a home fire-safety system. And among those experts is the Federal Government.

Since 1974, the Department of Housing and Urban Development has required smoke detectors in all newly built homes backed by Federal Housing Administration loans. A similar HUD code requires smoke detectors in mobile homes built after June 1976.

State and local governments are also including smoke detectors in new building codes. According to the reports, fewer than 2 million of the 70 million residences in this country have smoke detectors.

## Training, Anyone?

Interested in training in health and safety?

The Office of Personnel is attempting to institute a system to inform agencies when training is scheduled for health and safety matters, and to invite employees from more than one agency.

At present, OP notes, training in health and safety is administered by each agency or subordinate unit. Many times, OP says, the training is highly beneficial to personnel from agencies other than the host agency. In Peoria, Ill., an agency spokesman notes, the Food Safety and Quality Service recently hosted a laboratory Safety Seminar with employees attending from the Agricultural Research Service, Soil Conservation Service, Forest Service, and the Animal and Plant Health Inspection Service.

Safety manager *Phil Mueller* said there is a definite need to strengthen training Departmentwide in health and safety, and to provide the training to as many employees as possible.



## Buckle Your Belts

The use of seatbelts and shoulderbelts is not a substitute for safe driving, but it has proven to be an effective means of saving lives and decreasing injuries in many automobile accidents. In numerous instances the occupants were held in their seats—the safest position in most crashes—and were not ejected from or thrown about in the vehicle. The belt may also help avoid an accident in case of a sudden swerve or bump, by holding the driver behind the wheel and at the brake. Many people report added comfort from the use of seatbelts, since the belts hold them in place on turns and rough roads.

Any time you are operating a vehicle on official business—whether it is your own or a Government vehicle—you are responsible for wearing your seatbelt and shoulderbelt while the vehicle is in motion. You also are responsible for instructing passengers to "buckle up" before placing the vehicle in motion.



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Employee Newsletter  
of the U.S. Department  
of Agriculture

# 'USDA'

Volume 36  
Number 22  
October 26, 1977

## Deputy Secretary White Discusses New Directions for USDA

(Housing, Food, Energy, Research Among High Priorities)

**Q. The job of Deputy Secretary is sometimes compared to that of the Vice President's. What are your specific responsibilities?**

**A.** Like the Vice President, I guess, I am responsible for carrying out any policy that the Chief establishes. In the absence of the Secretary, I am acting Secretary. That's been the division traditionally, and I think it will remain that way. Secretary Bergland is chief spokesman for the Department and the chief policy maker. He is responsible for all things, large and small. I operate under that premise and enforce the mandates he establishes. There are certain areas in which the Secretary takes a special interest, and others in which I take a special interest. Coming as I have from an energy state, energy has been a special area for me, and so have organization and management policy. Because I've had 27 years of experience in government administration, these things are my particular responsibility. But even though I am the executive in charge, there is no question about who's the boss. Secretary Bergland retains the authority to initiate and to veto.

**Q. How can USDA better respond to the changes taking place in the production, processing, marketing, and consumption of foods?**

**A.** I believe we will need to develop a new food and nutrition policy, with USDA as the lead agency, that responds to national priorities. I believe we need a policy that deals more with nutrition research, with energy used in producing foods, with our balance of trade, with the President's human rights concept and the individual's right to an adequate diet, and with the importance of U.S. farm products in international agriculture.

Under this Administration, USDA will have more of an involved role than it has had in the past. We won't be just a farmer agency, or a food agency, but an agency involved in great national issues.

**Q. There are rumors again this year that the Forest Service is headed to Interior. What's the justification for that transfer, and why not transfer BLM (Bureau of Land Management) to USDA?**



*"Agriculture is the biggest single plus this country has."*

**Q. President Carter has proposed eliminating the Food Stamp Program. What are the odds of that occurring and what will happen to the Food Stamp Division if it does?**

**A.** Realistically, I would say there is a possibility that food stamps may be eliminated. There is a general feeling that food stamps could be "cashed out" in favor of new welfare reform. I think that any employee affected by that action, if it should occur, would become part of the reform programs. I don't foresee any drastic decline in the number of people needed to administer welfare-related programs.

**A.** That old turf battle has been going on for years. We believe that the forests are a part of agriculture, and therefore, the Forest Service should be part of USDA. However, if Interior thinks it can manage the Forest Service better, then I think they should have an opportunity to state their case. But I don't believe they can manage it better. In my view, the Forest Service is one of the better managed agencies of the entire government. I don't think the issue will be resolved this year. It has been going on for years, and I expect it to continue to go on.

(continued next page)



Rural farmers' markets, or roadside stands, are economical methods of selling some farm products locally, Deputy Secretary White says.

**Q. What changes do you foresee occurring in rural communities over the next four to five years?**

**A.** I think people will see a change in economic activity and an emphasis on the development and encouragement of small farms. This will be true particularly around large cities where such development is economical. There is really an economic justification for small specialized farms near intensive markets. It is economically feasible, for example, to produce fruits and vegetables locally for local market consumption. I also think people will see more activity on the part of the Farmers Home Administration in things other than farm loans and home construction loans. We have activated for the first time rent supplements for low income groups in rural areas. This is a significant achievement. I think we'll be involved significantly in rural development and home repair and maintenance which has largely been ignored and not encouraged. We believe it makes sense to repair a good old home rather than abandon it and build a new one.

**Q. Are there any efforts underway to get industry to relocate in rural areas?**

**A.** That's a subject we're spending a lot of time on. Employment is a problem in rural America. But more jobs, by themselves, are not a panacea. We are not eager to transfer the problems of our cities to rural areas. It doesn't do any good to transfer pollution or to spread it out. We ought to solve it where it is. Here in this country we have a lot of people unemployed in our cities who won't work at a variety of jobs. Perhaps it's because the jobs are unsafe or the wages are too low.

Regardless of the reason, if city people won't work at the jobs, why in thunderation should we ask our rural people to work at them?

When I talk about increasing jobs in rural areas, I am talking about real jobs, good jobs, clean jobs. And the best way to create them is to develop a healthy and viable agricultural economy that provides more jobs than any scheme one can devise to transfer some plant. Farmers spend money. Every time farmers make some money they buy pick-up trucks, refrigerators, farm machinery, and other products. That creates jobs all across the spectrum. And that's what builds rural America—a healthy, viable, rural economy. There are advantages to living in rural America, but disadvantages, too. The school systems aren't as good, for instance. Entertainment facilities are fewer. And job opportunities are limited. But I believe we can help the rural economy by putting a high priority on developing better rural health and social services.

**Q. Is it difficult for USDA to achieve effective rural development working with so many other federal agencies?**

**A.** One of the realities of life is that we often have to work with people who have an impact on what we do. In our highly complex and industrialized society, just about anything anyone does impacts on something someone else is doing. I wouldn't call it difficult. It's just the way we have to operate.

**Q. What is the Department doing, and what does it plan to do, to develop more overseas markets for U.S. farm products?**

**A.** We plan to increase our budget for overseas market development and to work more closely with the State Department. That Department is the lead federal agency for international relations. Through State's Agency for International Development, we are playing a bigger role in creating markets abroad for U.S. farm products. After all, we're the agency with the expertise to do it. And we will continue to be aggressive in that area.

**Q. Do you think that private industry should have total responsibility for promoting U.S. farm products abroad?**

**A.** I think private industry has a responsibility, but I also think we share that responsibility. Because there's a national interest at stake due to the balance of trade situation. Whether we like it or not, we're locked into a life or death struggle on trade, and it is a matter of national interest that we try to achieve a more favorable trade balance. Of over a \$20 billion deficit this year, agriculture is the biggest single plus this country has.

**Q. Why was the Food Safety and Quality Service established?**

**A.** Mainly to balance the workload and to correlate the Assistant Secretaries with their particular missions, and to place related missions under Assistant Secretaries strong in certain fields.

**Q. Is it practical to help small farmers continue to operate?**

**A.** Everybody's small at sometime. If there's no room for a small farmer, then we don't have room to renew ourselves, generation after generation. The concept we tend to give the public of small farming is generally that of an elderly man with his wife struggling to make a living. But most of our small farmers are very young people. The feeling that it's more economical to operate corporate farms is false. There are more failures of large corporate farms than people know about. There's a point at which a business gets so big that it collapses under its own weight. Small farms have just as many advantages as large corporate farms. Plus the fact that the small family farmer can always beat the large corporate farmers because



the small farmer works 60 to 70 hours a week. He doesn't want to, but he's willing to do that to invest in his future. The corporate farm worker, on the other hand, works 40 to 44 hours a week and then he insists on time and a half for overtime. With the corporate farmer, there isn't the personal commitment to work on the 4th of July in order to get a harvest out. There isn't the personal commitment to work on Christmas Day. Nor is there the commitment to maintain farm equipment. There's no question in my mind about which is the more efficient. Figures will show that on production the large farm is more efficient. But on profits the picture is entirely different.

**Q. What are we doing to maintain our food supply in case of an energy shortage?**

A. I don't see that happening. Energy will become short only in relationship to price. It's just like the situation in west Texas. People are talking about running out of water. Newspapers say we're going to have a great desert in the area. I read all of these stories. That's the biggest bunch of bosh I ever read and heard in my life. We're not going to run out of water. It is just going to get so expensive that it will not be practical to use it for certain things. That is what's going to happen to energy. It's just going to get so expensive we will have to make critical decisions. Is it worth using energy for this or that product? That is the danger for agriculture. And it's bound to be reflected in higher costs. That is the reason that we are so committed to trying to develop conservation practices. I am convinced that we could easily produce as much as we do now on 10 percent less energy—and others say 20 percent—just by using the energy-saving techniques we already know. I don't think there's any question that we're faced with a period of higher energy costs and they will be reflected in the cost of food.

**Q. There seems to be a sudden surge of interest in the Department toward expanding human nutrition research. Is there any special reason for this?**

A. The main reason is that we don't really know much about it. The Secretary says, and it's true, that we know more about the nutritional requirements of dogs, cats, and other ani-

mals than we do about the nutrition of our own children. The situation is ridiculous! Some experts say that nutrition can affect emotional behavior. If that is true, then certainly we need to know all about it. There is also a worldwide concern over additives in food, where there was no concern just a few years ago. Research in human nutrition is a legitimate and necessary function that has long been neglected. It won't be neglected any longer.



Deputy Secretary White (right) chats with Secretary Bergland at USDA.

**Q. What is the purpose of the new set-aside program? How does it differ from the old Land Bank concept?**

A. Under the old Land Bank concept, farmers were paid not to plant certain crops. There is no such provision under the set-aside program. Set-aside is purely a voluntary program in which farmers agree to take a certain percentage of their land out of production. We believe that action will give the free market an opportunity to operate since the United States and the world have the largest reserve of feed and cereal grains they have ever had. Farmers are having to sell their products at prices considerably lower than their real worth. The set-aside program gives farmers an opportunity to balance the supply and demand of a product.

**Q. To what extent do farmer cooperatives affect consumer food prices?**

A. I think they render a valuable service that provides a direct link in many cases between producers and the market place. I think this also helps consumers while giving the farmer a better opportunity to have some control over the marketing of his products. If it helps consumers, then certainly it helps farmers.

## College Educator Named USDA Assistant Secretary

*Dr. Joan S. Wallace*, an educator and psychologist, has been named USDA Assistant Secretary for Administration.

She is the first black to be appointed Assistant Secretary in the Department. Her appointment was made by Secretary Bergland with the concurrence of President Carter.

In her new post, Dr. Wallace will oversee USDA's management programs, including personnel, data processing, equal employment opportunity, operations, administrative law, and other administrative services.

At the time of her appointment, Dr. Wallace, 48, was director of the School of Social Work at Western Michigan University. Before that, she was vice president of Morgan State University. At Morgan State she was responsible for community affairs, public information, affirmative action, federal relations, institutional development, and alumni affairs activities.

From 1975 to 1976, Dr. Wallace was deputy executive director of programs for the National Urban League. She was associate dean of the Howard University School of Social Work from 1973 to 1975.

From 1967 to 1973, Dr. Wallace was an assistant professor, then director of undergraduate social work at the University of Illinois.



Dr. Joan S. Wallace

Dr. Wallace has written a number of publications or reports dealing with social work and black culture, and has been a consultant to a dozen institutions.

A native of Chicago, Dr. Wallace obtained her bachelor's degree from Bradley University, her master's from Columbia University, and her Ph.D. from Northwestern University. She also attended the Harvard Institute for Educational Management in Boston.

## Former Watergate Lawyer Named Inspector General

Secretary Bergland has appointed *Thomas F. McBride*, a former Watergate prosecutor, as Inspector General of USDA.

McBride, 48, had been a director with the Civil Aeronautics Board since 1975. Before that he was associate special prosecutor with the Watergate case. He directed investigations and prosecutions brought by the campaign contributions task force.

At CAB and at the Special Prosecutor's Office, McBride directed audits, investigations, and prosecutions of many major cases against airlines, oil companies, and other large corporations.

From September 1970 to 1973, McBride was staff director of the Police Foundation, which supported innovation in police and criminal justice. Before that, he was deputy chief counsel on Capitol Hill for the House Select Committee on Crime.

McBride has also served as assistant district attorney in New York, as a trial lawyer with the Justice Department, and as a Peace Corps Officer in the Dominican Republic and in Panama.

Born in Elgin, Ill., McBride obtained his B.A. degree from New York University, and his L.L.B. degree from Columbia Law School.

## WHAT KIND OF A BONE ARE YOU?

In the anatomy of every organization there are four kinds of bones:

1. There are the Wishbones—who spend all their time wishing someone else would do the work.
2. There are the Jawbones—who do all the talking, but little else.
3. There are the Knucklebones—who knock everything anyone tries to do.
4. And there are the Backbones—who get under the load and do the work!

—From *Current Developments*, Soil Conservation Service

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USDA Vol. 36, No. 22, October 26, 1977  
Milton Sloane, Editor  
Cindy Ryan, Editorial Assistant



*Agricultural inspectors (from left) Jim Kennedy, Frank Rotundo, and Al Bennett in their New York office.*

## Something That Went On When the Lights Went Out

Neither rain nor snow nor dark of night can keep some USDA employees from their appointed rounds.

In New York City last summer, four agricultural inspectors went about their jobs of examining cargo for tiny insects, despite a citywide blackout. Lightning struck a major power plant, knocking out all electricity and forcing transit systems to grind to a halt. Traffic signals were out, too, so all cars had to be kept off the roads.

While workmen labored desperately to restore the power, New York Mayor *Abraham Beame* declared the city a disaster area. He urged everyone to remain at home, except employees who had to perform an essential service.

Realizing they had been scheduled to greet the Queen Elizabeth II, agricultural inspectors *Frank Rotundo*, *Jim Kennedy*, *William Shew*, and *Al Bennett* drove their cars to the passenger terminal at New York Harbor. There, at daybreak on July 14, they greeted the luxury liner, with her 1,599 passengers. As they had done in many similar situations, the inspectors set about examining passengers' luggage and the ship's cargo for foreign pests and plant diseases that could endanger American agriculture. (For a more detailed story on agricultural inspectors, see *USDA*, August 31, 1977.)

Since there was no electricity, to place a secondary gangway up to the vessel, all bags had to be examined on the lower deck of the pier. Using the only gangway available, the ship's crew formed a human chain and brought the luggage down from an upper deck. Fifty-two cars also had to be driven off the ship so that inspectors could examine them.

## Health Benefits Open Season

Employees who want to enroll in a health plan, or to change their present coverage, will have the opportunity to do so beginning November 14. The Civil Service Commission says that open season for health benefits will run from November 14 to December 9. CSC also says that rates for most plans will be higher next year (starting January 1) and that benefits under some plans will change. The commission suggests that employees consult their individual plans for specific information about benefit changes.

## Assistant Secretary Meyer Resigns

Assistant Secretary *Robert Meyer*, who directed the activities of four USDA agencies, resigned near the end of October to return to his California ranch. He had been responsible for the Agricultural Marketing Service, Federal Grain Inspection Service, Animal and Plant Health Inspection Service, and the Packers and Stockyards Administration. Meyer was appointed Assistant Secretary last April. *Jerry Hill*, Meyer's former deputy, has been named Acting Assistant Secretary.

## Don't Jog in the Smog!

If you've been jogging along a highway, you might just want to find a new route. Jogging along the highway may be one of the worst things people can do, says Dr. *Vincent Shaefer*, a former research director in New York. Shaefer says lead particles and other pollutants from cars are found in dangerously high levels along highways. Heavy-breathing joggers would be particularly susceptible to the pollutants.

At 3 p.m., just as the last passenger cleared inspection, the lights came back on.

During the blackout, other ships normally handled at New York were rerouted for inspection at the Hoboken, New Jersey, port. *Charles Jackson*, an agricultural inspector at JFK International Airport, said that inspection operations there, meanwhile, were interrupted for fewer than five minutes, while the New York Port Authority switched to emergency power.



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## USDA Gets A Facelift

JAN 30 '78

Almost 25 years since its last major operation, USDA is undergoing surgery again.

At a press conference at USDA, Secretary Bergland announced a major reorganization plan that will cut the number of agencies in the Department from 40 to 26. The thrust of the reorganization, the Secretary said, is "to reduce duplication and to improve our effectiveness in responding to the public. It is anticipated that the reorganization will provide greater opportunities for better management by consolidating similar functions in a smaller number of agencies."

Secretary Bergland estimated that the plan will take full effect by the end of the year, and will affect about 24,000 employees. He emphasized, however, that "no employee will be dismissed" as a result of the changes and "no mission in the Department will be downgraded." The affected agencies operate 114

programs with an annual budget of \$2.5 billion.

Secretary Bergland said a key aspect of the reorganization will be the establishment of a new agency to make the 1972 Rural Development Act work better. The new Farm and Rural Development Administration will combine the functions of the Farmers Home Administration and the Rural Development Service to make rural development "a major mission of the Department."

To better coordinate agricultural research activities, the Secretary said, USDA has created a new Food and Agriculture Science and Education Administration which is divided into two major subunits. The Agricultural Research Service comprises one unit and will continue to be responsible for federal research activities, while the Cooperative Science and Education Service comprises the other and assumes the functions of the Cooperative State Research Service, Extension Service, and

the National Agricultural Library. FASEA will be headed by a director of Science and Education, with an annual salary of approximately \$48,000. Assistant Secretary M. Rupert Cutler will continue to oversee all research and extension activities brought under the new agency.

Other changes which Secretary Bergland announced include:

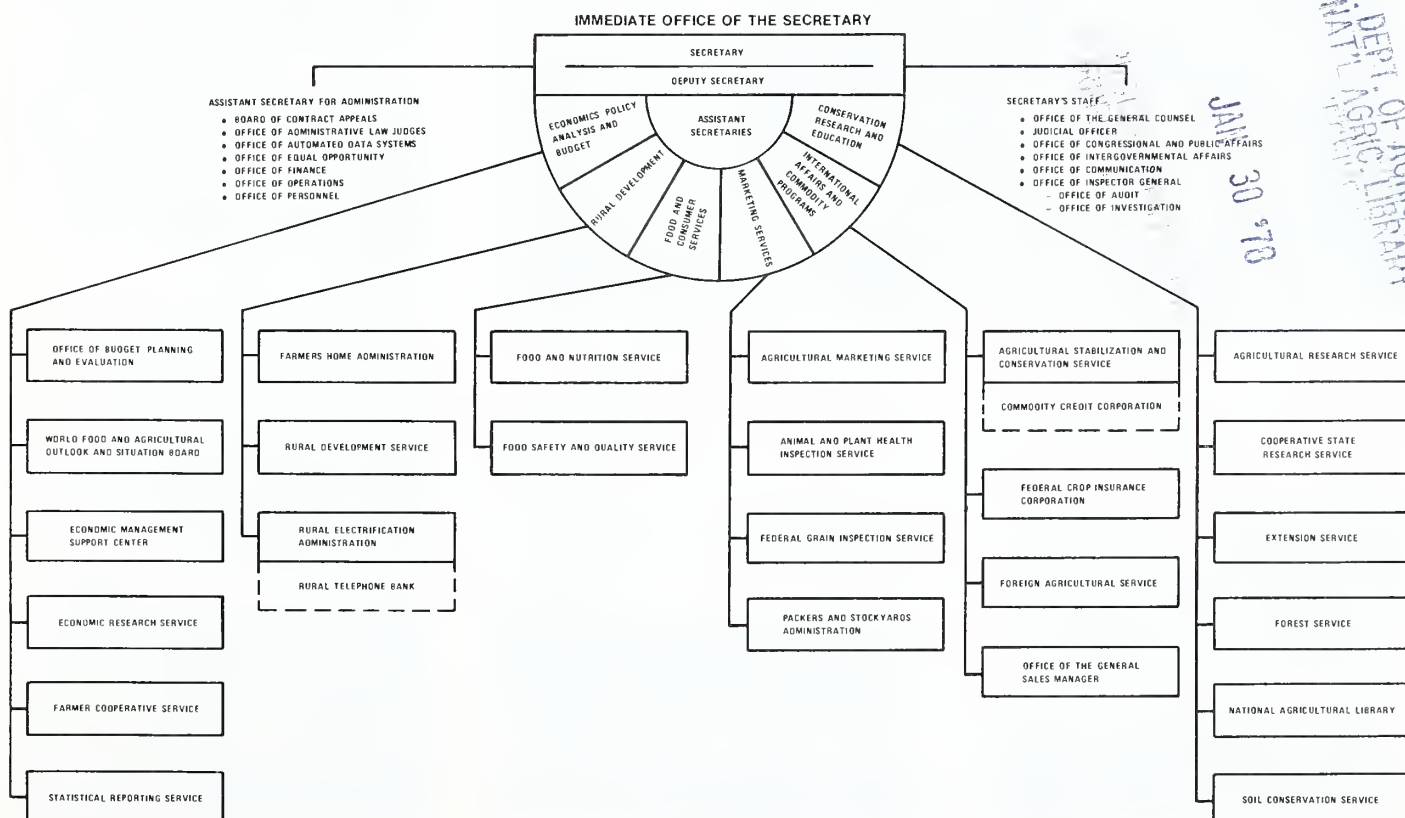
—combining the Offices of Audit and Investigation into a single Office of the Inspector General

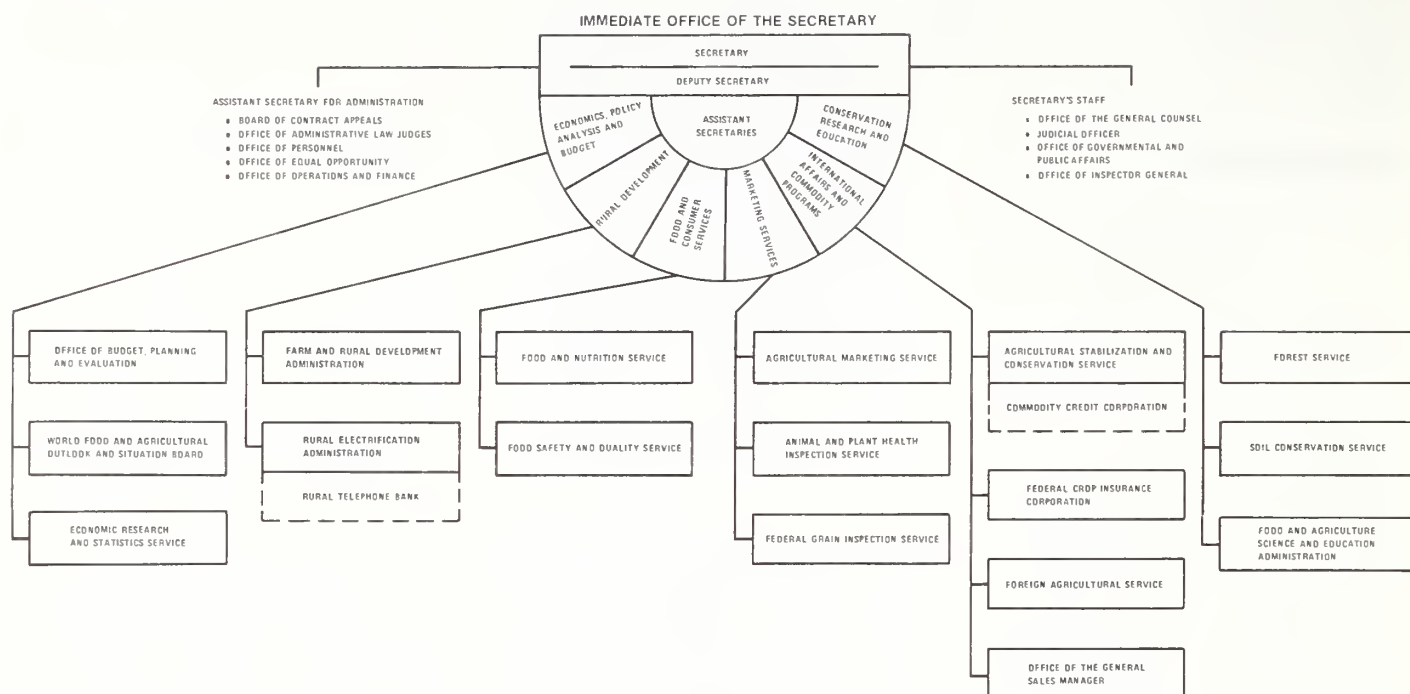
—combining the functions of four other agencies (the Economic Research Service, Statistical Reporting Service, Farmer Cooperative Service, and the Economic Management Support Center) into a single agency, the Economic Research and Statistics Service

—consolidating the Offices of Congressional Affairs, Communication, and

(Continued on next page)

## USDA Reorganization: Before . . .





(Continued from p. 1)

Intergovernmental Affairs into an Office of Governmental and Public Affairs

—adding the Packers and Stockyards Administration to the Agricultural Marketing Service

—combining the Office of Operations, Office of Finance, and the Office of Automated Data Systems into a new Office of Operations and Finance.

Except for the change involving the Farmers Home Administration, the reorganizational changes became effective with the Secretary's announcement. Changing the name of FmHA requires Congressional approval.

Other agencies undergoing internal reorganization include the Food and Nutrition Service and the Agricultural Stabilization and Conservation Service.

Last spring, USDA established the Food Safety and Quality Service by transferring functions of the Animal and Plant Health Inspection Service and the Agricultural Marketing Service. FSQS assumed the meat and poultry inspection services from APHIS, and the following functions from AMS: meat and poultry grading, inspection and grading of dairy products, egg products inspection, fruit and vegetable grading (fresh and processed), and so-called "Section 32" commodity purchases for feeding programs for the elderly and for school lunches.

According to USDA historian *Wayne Rasmussen*, the last major reorganization of USDA—of the extent of the current one—occurred in 1953. That reorganization emphasized grouping the Department's agencies and functions under

Assistant Secretaries. The plan also included appointing, for the first time with the approval of Congress, more than one Assistant Secretary and an Assistant Secretary for Administration.

Moving rapidly to implement the reorganization plan, Secretary Bergland has directed *Dr. James Nielson* to take the necessary steps to consolidate ARS, CSRS, NAL, and the Extension Service into the new Food and Agriculture Science and Education Administration.

Dr. Nielson currently serves as deputy to Assistant Secretary Cutler.

Secretary Bergland also directed *Dr. Kenneth R. Farrell* to take similar steps to combine ERS, SRS, FCS, and the Economic Management Support Center into the new Economic Research and Statistics Service.

Dr. Farrell is deputy administrator of the Economic Research Service.

## PEOPLE

*Drs. Arlen D. Draper* and *Donald H. Scott* of the Agricultural Research Service in Beltsville, Md., have received the 1977 George M. Darrow Award for excellence in strawberry research.

The award was sponsored by *Dr. Norman F. Childers* and was presented in Salt Lake City, Utah.

## Minigardens Are For Many People

Vegetable gardening is fun. And it is not limited to homeowners. Even if you live in a townhouse or an apartment you can still be a vegetable gardener. As long as you have a patio, a balcony, a doorstep, or even a window sill you still have enough space for a minigarden. And USDA has a booklet that will help you get good results. It's called "Minigardens for Vegetables."

The booklet explains that to become a gardener, you don't need expensive containers. Bushel baskets and old pails serve nicely as pots. And for help in starting plants, the book shows how to root plants from a plastic bag. It also gives instructions on how to mix your own soil and fertilizer.

"Minigardens for Vegetables" has a complete chart on planting and harvesting times, and light and water requirements for 18 easy-to-grow vegetables.

For vegetables that are as attractive as they are tasty, the booklet lists several varieties, such as the "Tiny Tim" miniature tomato, that will add color and sparkle to any garden.

Published by the Agricultural Research Service, the 12-page guide will help vegetable gardeners grow just about anything from A to Z—avocados to zucchini, that is.

"Minigardens for Vegetables" is available for 35¢ from the Consumer Information Center, Dept. 111E, Pueblo, Colo. 81009.



## Secretary Accents EEO And Civil Rights

In a series of memos to Department employees, Secretary Bergland has reiterated his commitment to civil rights and to equal employment opportunity.

"I am personally committed," he said, "to the principles of equal employment opportunity and to a strong affirmative action plan. Our Department has a long way to go before realizing its EEO goal. To reach that goal will take the commitment of each employee.

"At year-end 1976, USDA employed 80,508 permanent full-time employees. Of that total 8,720 (10.9%) were minorities and 19,214 (23.9%) were women. By contrast, the most recent government-wide statistics show 21.2 percent of the federal work force were minorities, and 42.1 percent were women. The figures speak for themselves. [In June 1977, USDA employed 82,163 permanent full-time workers; 9,141 (11.1%) minority employees; and 19,661 (23.9%) women.]

"Although the Department has made an effort to implement a successful EEO program, we must do more to achieve our objectives. I want to assure that *all* persons, including minorities and women, are afforded the same opportunities in *all* areas of employment, including recruitment, training, promotions, upward mobility, and executive development.

"I will hold managers and supervisors personally accountable for implementing the Department's EEO program."

On civil rights concerns, the Secretary advised employees not to attend segregated meetings. "The President has directed," Secretary Bergland stated, "that federal officials avoid participating in any meetings held in facilities that discriminate on the basis of race, sex, religion, or national origin.

"I am aware that the Department of Agriculture has been seen as being unsympathetic to the problems of rural low-income and minority people. Since one of our missions is to promote equal opportunity for all who participate in our programs and to overcome the effects of past discrimination, it is important that we use every opportunity to convey our commitment on this matter to the public."

Secretary Bergland also advised employees to be aware of civil rights concerns in communities they visit, to increase participation by women and minorities in local USDA programs, and to visit minority participants whenever possible.

## A Worker With A Lot Of Time on His Hands

*Andy Kmetz* is a former "Aggie" who practices what he preaches.

Back when he worked as a personnel officer for the Soil Conservation Service, Kmetz used to tell employees to "plan early for retirement. Be prepared to do something that is important to you and to others. Keep busy, but keep the option of resetting priorities and do your thing on the basis of making people happy. And don't get involved in another money-making career unless it's absolutely necessary."

Now retired from SCS, Kmetz is keeping busy himself by writing a book, guest speaking, traveling, gardening, and repairing old clocks.

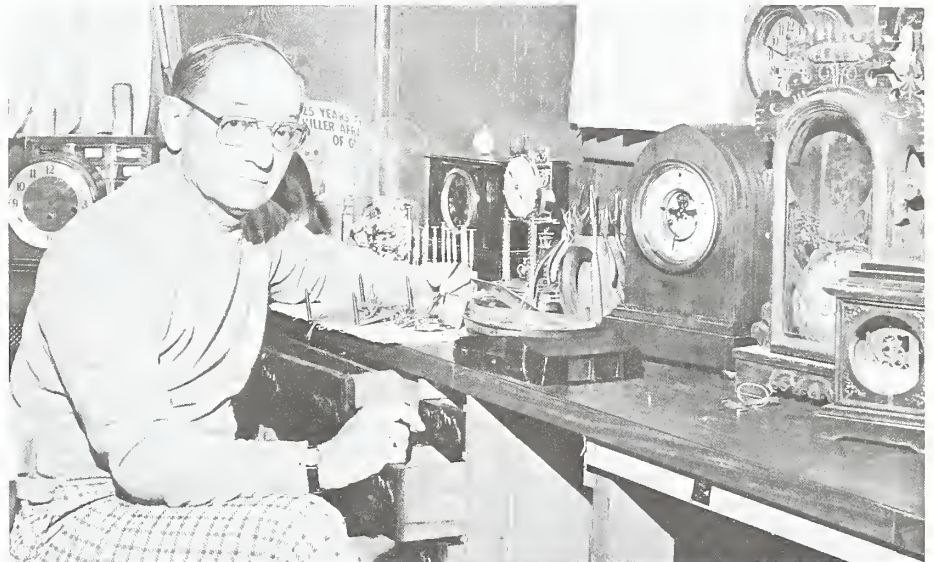
In less time than you would imagine, Kmetz can turn a junk clock into a fine working timepiece. And although he's just a hobbyist, Kmetz has restored more clocks than he can remember. He only works on clocks that people throw away, and, so far, has had the opportunity to work on various makes.

Kmetz has become so adapt at restoring clocks, that he was invited a few years ago

pinions, etc. to gain a better respect for the clock and to rebuild it into something beautiful. That's a concept many of us could use in dealing with one another. How many of us take the time anymore to study the people we deal with to really find out what makes them tick?"

Kmetz worked for SCS for 32 years before retiring this past January. He started with the agency as a soil conservation technician and later became employment officer for the Midwestern states. He became personnel officer in 1954.

During the Great Depression, Kmetz was an enrollee in a Civilian Conservation Corps camp where he was a camp surveyor. That experience has inspired him to write a book, tentatively titled "Pizgees of the Depression Days—The CCC Enrollee." He has almost finished collecting material for the book which he says will reflect the thoughts, feelings, frustrations, as well as the aspirations of the young men in CCC. Kmetz will welcome any additional material for the book—photographs, comments, incidents, or news items about CCC—at his



*Andy M. Kmetz at home in his workshop.*

to represent his fellow hobbyists at the Third International Symposium of Time Measurement and Technology held in Sternberk, Czechoslovakia. Kmetz' talk to the illustrious body earned him induction into the "Society of Friends of Old Clocks."

An unusual spinoff of Kmetz' clock hobby is a slide show he developed comparing his work with clocks with human relationships. "The slides show a dismantled clock," Kmetz said in a telephone interview, "and the steps involved in putting it back together. To reassemble that clock, the repairman will study each broken piece, the gears,

home, 1715 W. Haven Drive, Champaign, Illinois 61820.

Offering other suggestions for retirement, Kmetz said people "should not retire, but shift gears. And don't forget the very young or the very old as a good source of happiness. Be proud of who you represent, where you came from, and what you are."

Kmetz is still a staunch supporter of soil and water conservation, sound land use practices, and anything that results in respect for authority and dignity for the individual.

## RETIREMENT Q. & A. (Part Three)

**Q. What type of service may be counted toward retirement purposes?**

A. Any credit may be given for all service performed as an employee of the Federal Government or the District of Columbia government, including such service which was covered by Social Security.

**Q. Must the service be consecutive, or may separate periods of service be counted?**

A. All service is creditable regardless of breaks in employment.

**Q. Is service with state and municipal governments creditable under the retirement system?**

A. No.

**Q. How is credit given for service which is performed on an intermittent basis?**

A. Only the actual days worked may be credited.

**Q. Under what conditions may credit be allowed for service which an employee has received a refund of deductions?**

A. Such service may be credited in determining length of service for the purpose of computing annuity *only* if repayment is made. It may, however, be used in determining the "high-3" average pay even if redeposit is not made. The time served is also used, even though repayment is not made, in determining whether an employee has sufficient service to acquire eligibility for retirement.

**Q. How is repayment made?**

A. The employee submits Standard Form 2803 through the employing agency or department to the Civil Service Commission. CSC will make the computation and inform the employee as to the amount of repayment and the manner of making it.

**Q. May repayment be made in installments?**

A. It may be made in a lump sum or, if the employee prefers, in installments of not less than \$25 each, paid direct to the Civil Service Commission. Repayment *cannot* be made through payroll deductions by the employing agency.

**Q. Is it to the employee's advantage to make the redeposit?**

A. Generally, yes. Usually repayment should be made because otherwise the

employee will receive no credit at all in the computation of annuity for the time covered by the refund. If the employee retires on account of disability and is entitled to the 40 percent guaranteed minimum annuity, failure to make the repayment would not affect the annuity. Similarly, the survivor annuity payable to a child would not be affected. Should the employee die before retirement, the employee's eligible spouse may make the repayment and receive the maximum survivor annuity.

**Q. What effect does non-repayment of a refund have on computing service for purposes other than retirement?**

A. It has no effect at all. Full credit is granted, regardless of repayment, for such purposes as leave, promotion, pay increase, retention credits in reduction-in-force, and continuance of life insurance and health benefits after retirement.

**Q. What action is taken if an employee is unable to complete repayment after making a number of payments?**

A. The sum repaid is applied to the best advantage, on any full period or periods of service, and any amount not so used is refunded. In the event of death, the employee's eligible spouse may complete the repayment.

**Q. Is a resignation ever considered an involuntary separation?**

A. Yes. In instances when an employee resigns because the office is moving to a distant location and the employee is unable to move; when an employee resigns after receiving a reduction-in-force notice; or in certain circumstances where an employee is requested by an agency to resign.

**Q. When does deferred annuity begin?**

A. On the separated employee's 62nd birthday.



Need an all-purpose gift for the people on your Christmas list? Your bank has the answer—Series E U.S. Savings Bonds. There's a perfect denomination for everyone.

## Eat Your Bread And Diet, Too

Employees who shun breads and cereals, for fear they are too fattening, are missing some good sources of nutrients and a lot of good eating.

In fact, says the Agricultural Research Service, breads don't fare too poorly when compared with some other foods which dieters commonly choose.

For example, ARS says, a slice of white enriched bread contains 70 calories, 1 gram of fat, and 13 grams of carbohydrate. A cup of lowfat milk, on the other hand, has 90 calories, 3 grams of fat, and 12 grams of carbohydrate.

## WINTER SAFETY

This winter more people will have new fireplaces, stoves, and other heaters to combat the deep chill. If you are among them, you should remember to keep the units fire safe. Whether at home or on the job, practicing good fire safety measures can help cut the substantial losses in property and lives each year. This winter, "think fire" first and make every day a fire-safety day.

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Milton Sloane, Editor



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## Only 5 Acres Lie Between You and Starvation

(Excerpted from "The Secret of Affluence," published by USDA)

"Our country is blessed with a good agricultural climate, ample resources distributed from one end of the nation to the other, and a large acreage of good farmland.

"But these assets are finite—they are not growing. Population is.

"Fifty years ago, there was an average of more than 10 acres of cropland per person in the United States. Thirty years ago, it had declined to 8 acres; 15 years ago, to 6 1/2 acres.

"There is now just over a billion acres of

farmland in the United States. That is an average of 5 acres per person. So, each of us depends on 5 acres of land for our food and some of our clothing and lumber.

"How much is 5 acres? Well, the playing boundaries of a football field cover just over an acre. So, 5 acres is slightly less than five football fields. But the 5 acres you depend on aren't all flat and suited for growing crops. Just over 2 of the football fields—2.2 acres—are cropland.

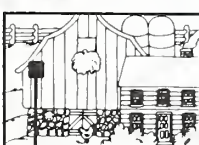
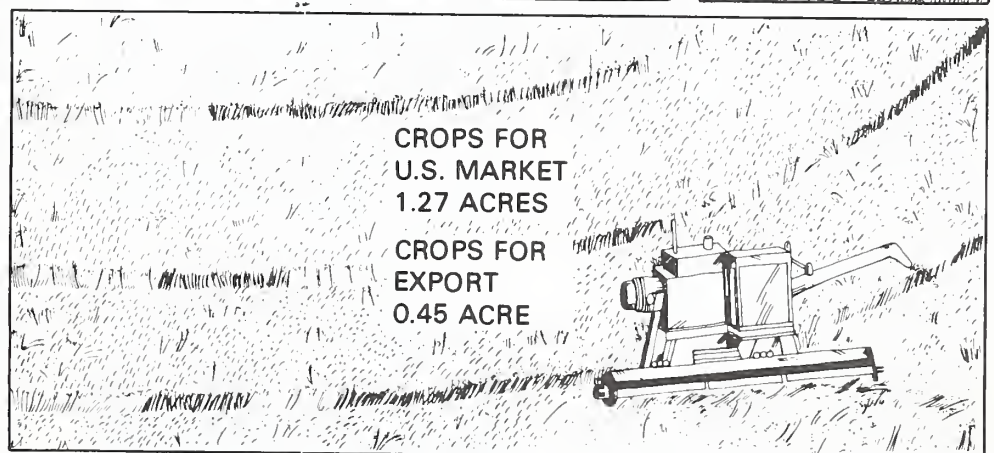
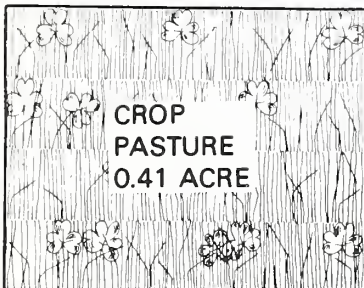
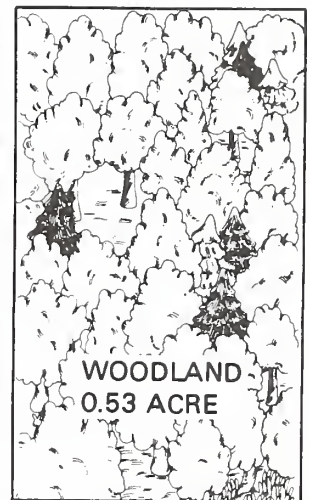
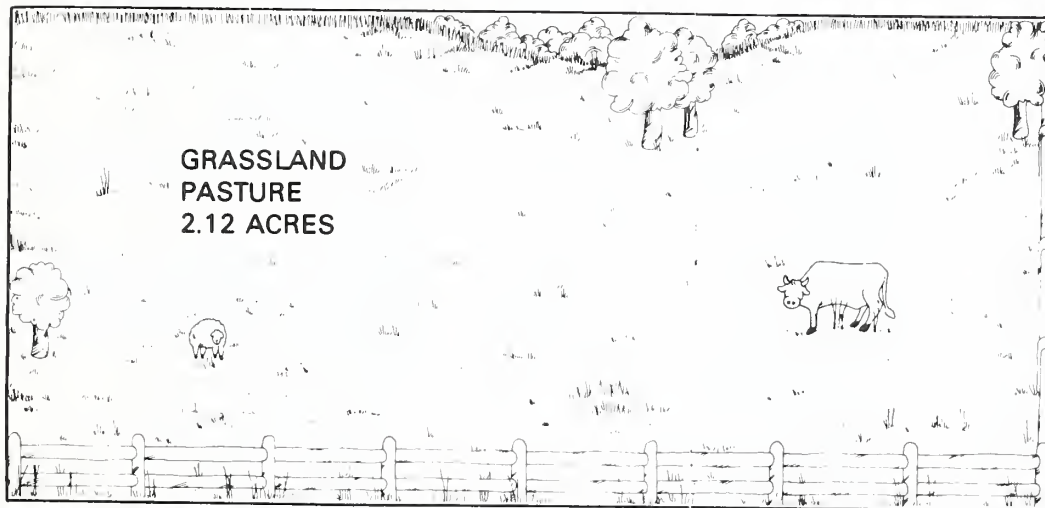
"If we are going to maintain our affluence—or increase it—we must

somehow make our farm acreage more productive to keep up with the growth in population and demand.

"It takes 37 gallons of fuel and 185 kilowatts of electricity to produce the food and fiber on your 5 acres of farmland. Any interruption of this flow of fuel and power can affect your food supply."

"Secret of Affluence" goes on to say that it is important for the person tending the acreage—farmers—to make some money at their job, or consumers will suffer from a limited food supply.

### HERE IS WHAT THE AVERAGE 5 ACRES OF U.S. FARMLAND LOOKS LIKE:



TOTAL: 5 ACRES



## USDA Yearbook Bridges Generation Gap

What's one thing that old people and young folks have in common? An interest in gardening, *natural-ly*.

All over the country, Americans by the millions (from school kids to college students, housewives, and office workers) are learning how to grow their own food. In fact, not since the "victory gardens" of World War II have as many Americans turned to gardening.

And to help get the most out of gardening, USDA has devoted the 1977 Yearbook of Agriculture to "Gardening for Food and Fun." Written by specialists in every aspect of the art and science of gardening, the new book offers valuable advice to experts as well as to beginners. "It is a practical book for gardeners of all types," says Secretary Bergland in the Foreword.

"Gardening for Food and Fun" has useful tips on getting rid of garden insects, and provides helpful hints on difficult-to-grow produce, such as onions and garlic. It also gives gardeners the planting dates for over 100 fruits and vegetables, and tells which ones grow best in different sections of the country.

Featuring 32 pages of color photos, the new yearbook contains 400 pages of gardening text, plus two listings of terms gardeners and home canners should know.

The yearbook is organized into four sections: "Introduction to Gardening," "Home Gardening Vegetables," "Fruits and Nuts," and "Home Food Preservation." The last section tells how to preserve and store garden produce at peak quality.

Copies of "Gardening for Food and Fun" are available for \$6.50 from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies may also be purchased from government bookstores around the country. A limited number of copies are available free to constituents from Members of Congress. USDA has no copies for public distribution or sale.

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Milton Sloane, Editor



At a National Arboretum ceremony, Secretary Bergland introduced the 1977 Yearbook of Agriculture to heads of gardening groups and to members of the press. Then he found his personal copy of "Gardening for Food and Fun" inside a plump pumpkin. Holding the pumpkin are David Ramey (left) and Michael Curtis who participate in the Washington, D.C. Youth Garden Program. The program enables over 100 youngsters to grow vegetables in a National Arboretum garden.

## Nine Steps to A Better Job

The following is an extract from a brochure published by the National Commission on Productivity.

- Be cost conscious. Everything costs money, even cleaning up the washroom. Good housekeeping cuts costs. So does preventive maintenance. Eliminate waste.
- Don't be a missing person. Unplanned absenteeism reduces productivity.
- Keep your eyes open for new technologies and systems. If they show possibilities for your work, get the facts. Present them to your managers in such a way that the advantages are readily apparent.
- Study your organization's rules and procedures. If any of them has outlived its usefulness and is a barrier to productivity, make concrete proposals for changing it.
- Take advantage of the training opportunities offered by your employer or in your community.
- Analyze the physical layout of your workplace. See if you can suggest changes in the arrangement of tools, equipment, or materials that will improve the flow of work or make workers more comfortable.
- Get interested in your government—Federal, State, and local. You *can* fight city hall, and you should, if your government is not concerned with its productivity.
- Be a wise consumer. Let producers know, through your buying, that you want quality. If you don't get it, let your voice be heard.
- Above all, be concerned about the quality of your own work. Take pride in it. Give *your* customer good value for his money. Turn out the kind of work you'd be happy to sign your name to.

## Per Diem's Not What It Used To Be

Uncle Sam is taking the pinch out of traveling for some government employees.

Under a new rate structure, employees traveling to 17 cities may now receive higher per diem for their food and lodging. The government has increased per diem for travel to:

Chicago—from \$43 to \$45
Houston—from \$35 to \$41
San Francisco—\$41 to \$45
Baltimore—\$35 to \$41
Detroit—\$35 to \$42
Las Vegas—\$35 to \$48 (the largest increase)
Miami—\$35 to \$43
Newark, N. J.—\$42 to \$45
Dallas—\$35 to \$39
New Orleans—\$35 to \$44
Albany, N. Y.—\$35 to \$39
Bridgeport, Conn.—\$35 to \$40
Charleston, W. Va.—\$35 to \$39
Hartford, Conn.—\$35 to \$39
Milwaukee—\$35 to \$39
Minneapolis—\$35 to \$41
Providence, R. I.—\$35 to \$40

The maximum per diem rate is \$50.





## Use Your Head To Keep Warm

Extension specialist *Kay Strassburg* has some heady advice for people wanting to stay warm this winter. "If your feet are cold," she says, "put on a hat."

Strassburg is an extension clothing and textile specialist at the University of Vermont. By covering the head, she notes, heat that would have been lost is sent back through the body and to the other extremities.

In addition, as temperatures drop, heat moves away from body surfaces unless controlled by some means. One way to prevent this loss is to choose and use fabrics properly.

According to the Extension Service, the type and thickness of material determine how warm a garment will be. Knits and texturized fabrics are generally warmer than smooth surfaced materials. Wool and other fabrics with built-in air spaces are naturally warm, because each fiber has a center core of "dead air" that acts as insulation. Thermal woven fabrics and silk and acrylics are also effective in protecting the body from cold temperatures.

Feathers, for some uses are the ideal insulation, Strassburg says, because they are thick and lightweight. Polyester fiber-fill and batting are also excellent because they effectively trap air and are less expensive than feathers.

Wearing layers of clothes is one way to keep warm that is both flexible and fashionable, says the Extension Service. The thickness of insulation needed varies with an individual's nature and physical activities. Two thin layers with "dead air

*Extension specialist Kay Strassburg teaches energy conservation with clothing to home economists, who pass the tips along to the public.*

space" in between will be warmer than one heavy layer.

Fur, fake fur, and melton cloth coats are good outer protection from the cold. Fleece or pile linings add extra warmth. On snowy and windy days, a nylon parka and plastic-coated poncho will prevent moisture from soaking through clothing.

"But no matter how many layers of material surround your body," says Strassburg, "you won't be warm if your hands, head, and feet are not properly covered."

For the best all-around winter protection, Strassburg suggests that people wear mittens rather than gloves, a hood instead of a hat, and fleece-lined ankle or knee boots. All foot coverings should be kept waterproof with a wax-type compound. Oils or grease are not recommended, because they soak into the leather and reduce natural insulating qualities.

## Farm Family Countdown

The number of Americans now living on farms is only about 4 percent of the total U.S. population. According to latest USDA figures, slightly more than 8 million Americans lived on farms in April 1976, a decrease of about 600,000 from 1975. It is also a decrease of nearly 1.5 million farm residents since 1970. Also since 1970, USDA reports, the number of farm children under 14 years of age has dropped by one-third.

## 800 Winners To Be Picked In New USDA Lottery

In response to public wishes, after first suggesting the idea itself, USDA will soon begin operating its own lottery.

But instead of having instant winners or a daily number, USDA's lottery will feature two grand drawings a year with prizes never before dreamed of. Each "winner" will be permitted to import one head of cattle from countries where livestock disorders, such as foot-and-mouth disease and rinderpest, still exist. USDA officials point out that the United States has not imported cattle from these areas in nearly 50 years.

Under the new lottery system, USDA's Animal and Plant Health Inspection Service will hold a drawing twice a year, after a 90-day notice, to award import permits to 400 U.S. cattle breeders. Cattle permitted into the U.S. will pass through USDA's new import center under construction in Fleming Key, Florida. At the Key West offshore facility, cattle will be tested for an additional five months after first undergoing pre-testing before arriving in the U.S. The center is expected to open in 1979.

USDA officials said they decided to establish the lottery after soliciting public comment on the most equitable way to distribute the permits.

## The 1973 Yearbook: The Second Time Around

The office that brought you the 1973 Agriculture Yearbook is bringing it to you again.

The old Office of Information (now the Office of Governmental and Public Affairs) has nearly 10,000 copies of "Handbook for the Home" for free distribution. The yearbook is a guide to helping families use their money wisely and live fuller and more satisfying lives.

Typical of the chapters in the yearbook are Financing a Home, Buying Small Appliances, Insurance Coverage for the Renter and the Homeowner, Remodeling a Home, and What's Being Done About Drug Abuse.

For a free copy of the 1973 yearbook, send a self-addressed label to USDA, Office of Governmental and Public Affairs, Publications Division, Washington, D.C. 20250. Employees in Washington may pick up a copy in Room 508-A in the Administration Building.

## Agricultural Researchers Have Done It Again

First it was a dairy barn. Next it was a chicken house. Now agricultural researchers have designed another solar-heated facility: a house that can supply up to 75 percent of its own heat. And it can be built almost anywhere throughout the country.

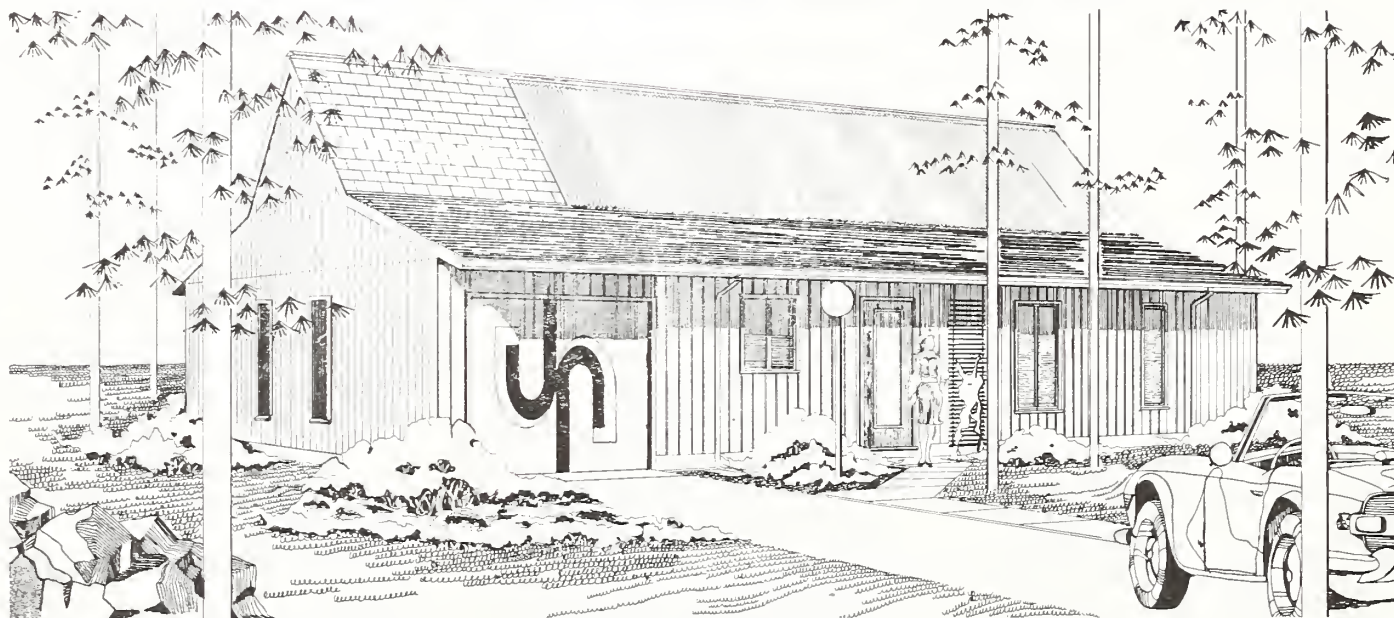
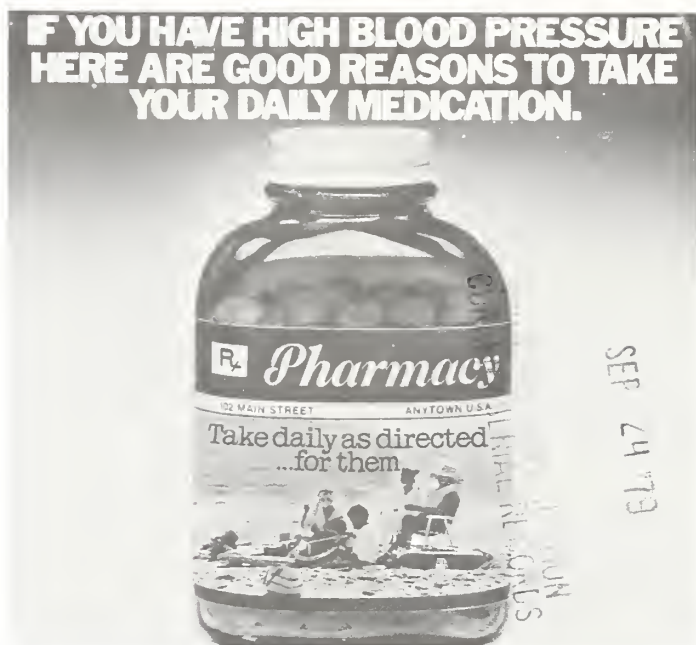
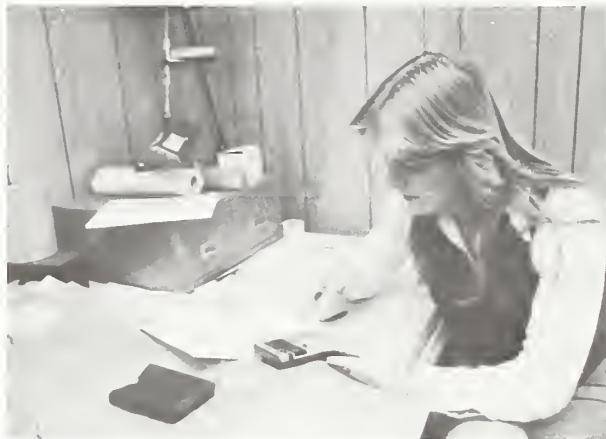
The experimental solar-heated house has over 1,000 square feet of living space with three bedrooms, kitchen, bath, a combination living room-dining room, laundry area, and garage. It is heated by a solar energy collector that is made of fiberglass-reinforced plastic panelling.

The collector can be built on the front or back roof of the house, but it must be pointed south for maximum sun exposure. Heat is collected in the attic of the dwelling and transferred through ducts to the rest of the house for heating. The heat may also be diverted from the attic, which is painted black, to a layer of crushed rock beneath the house for storage and use at night or on cloudy days.

The house was designed by Agricultural Research Service engineers at Clemson University, South Carolina. Spearheading the project was Theodore E. Bond, assisted by other ARS researchers Harold Zornig and Luther Godbey.

Working drawings of the house are available for a small charge from the Cooperative Extension Service at land grant universities. Ask for Plan No. 7220, Solar House.

Debra Urton, of Happy Camp, Calif., is the first enrollee in the Forest Service's new Young Adult Conservation Corps Program. The program provides year-round jobs for about 8,000 unemployed youths, between the ages of 16 and 23, in 42 states, the District of Columbia, and Puerto Rico. The youths are assigned to do various types of conservation work on national forests and other public lands. To apply for the program, prospective enrollees should contact their state, county, or local government office. As the program's first enrollee, Urton works for the Happy Camp Ranger District of the Klamath National Forest, where she receives training in map-making and laying-out timber sales.



A perspective of the solar-heated house designed by ARS showing front and left side views.



## USDA REWRITING THE BOOK ON SEX DISCRIMINATION

Forget everything you've read about sex discrimination. Or everything that refers to workers in general as "he" or "him" or uses words like "manpower," "watchman," or "chairman."

You might as well tear them up, throw them out, and order a new vocabulary. Because a new day is dawning.

President Carter, in a short, straight-to-the-point message, has directed all federal agencies to revise everything that discriminates on the basis of sex. He has also directed agencies to review the programs they administer in order to identify any rules, regulations, guidelines, laws, or policies which also result in unequal treatment based on sex.

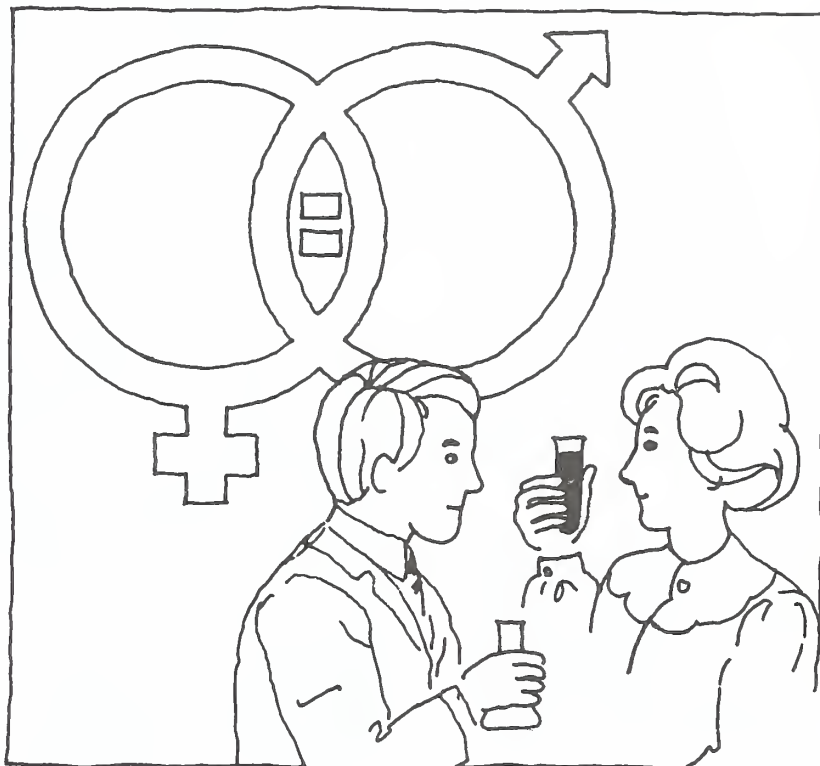
"This country has a commitment to equality of opportunity for all citizens," the President stated, "yet a recent report indicates that sex discrimination still exists in some federal laws and policies. Last year the Department of Justice was directed to develop a plan for reviewing and revising federal laws that discriminate on the basis of sex."

"I am now requesting that the head of each Department cooperate with the Attorney General in developing proposals to change those laws."

"Where statutory revision is necessary, I will recommend to the Congress that appropriate legislation be enacted. Where executive action will suffice, I will take appropriate steps to ensure that benefits and opportunities provided by the federal government are made equally available to all, regardless of sex."

"In taking this action, we intend to retain and possibly expand any existing protections and benefits provided for homemakers and families. We believe that offering opportunity to all should not threaten or diminish the protection provided those performing special functions in our society."

President Carter also established a Task Force on Sex Discrimination within the Justice Department to carry out his



mandate. It's estimated that the task force will need 2 years to complete its work.

Carrying out the President's order, Secretary Bergland has directed each USDA agency to review and change, where necessary, all laws, regulations, and policies which discriminate on the basis of sex. He also went a step further and directed USDA agencies to take additional steps to eliminate age discrimination in their programs.

"Although the thrust of the President's memo is directed toward problems of sex discrimination in federal assistance programs," Secretary Bergland said, "I believe the actions he directs are equally appropriate to problems of discrimination based on age. Since the Age Discrimination Act becomes effective in January 1979, you are also requested to include this aspect in your review."

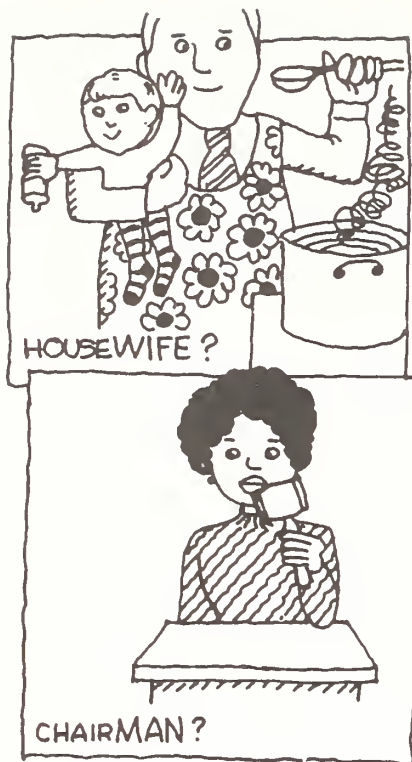
Secretary Bergland designated *James Frazier*, Director of the Office of Equal

Opportunity, to coordinate USDA actions.

For virtually all USDA agencies, the actions directed by the President and the Secretary mean examining practically every piece of printed material—from recruitment brochures and general use publications, to policy statements and regulations—to identify those that make overt distinctions based on sex, those that use "sex-specific" terminology, those which already deal with discrimination, and those which may have a disproportionate impact on one sex.

It also means inserting the words "he/she" where only "he" now exists in documents, and, in some instances, reviewing films the government either uses or produces to ensure there are no sex biases.

Coincidentally, probably one of the most sexist Acts involving federal programs is



the 1964 Civil Rights Act. The Act states no one may be barred from participating in government programs because of race, creed, color, religion, or national origin. It failed to mention sex.

In a guideline paper on the new sex discrimination mandate, the Justice Department task force said the use of such terms as "man," "woman," "father," "widower," etc. is undesirable in government documents "because it perpetuates discriminatory stereotypes and implies that women are not equally affected.

"In addition," the task force said, "the use of sex-based terminology may result in overt, substantive discrimination even where such discrimination was not consciously intended."

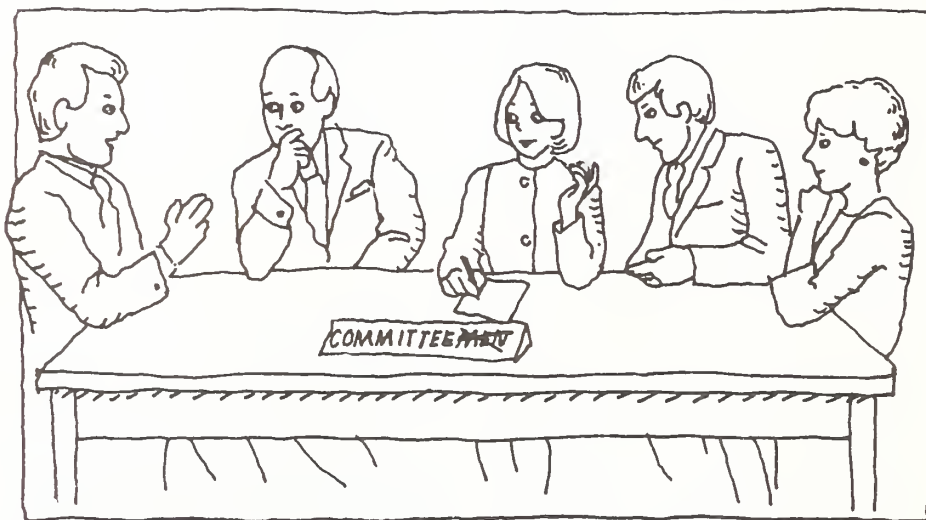
As an example, the task force noted, a law providing benefits to the "widows" of Presidents and Supreme Court Justices was probably not consciously intended to deny equal benefits to qualified "widowers," but merely reflects an unconscious assumption that Presidents and Supreme Court Justices will always be male. It would be better in this case, the task force said, to use the term "surviving spouse" which would ensure that the law always apply to all persons, regardless of sex.

Commenting on documents that may have a disproportionate impact on one sex, the task force explained that "women, of course, have the unique physical characteristic of being able to bear children. Proposals relating to child-bearing, pregnancy, birth control, abor-

tion, etc., are therefore of particular concern to women. Women also have traditionally been responsible for child rearing, and this tradition is strongly reflected in current social patterns. Any proposal relating to the care and education of children is therefore likely to impact more strongly on women than men."

Continuing, the task force said: "Women also tend to have different labor force participation patterns than men. Because of their traditional roles as child-rearers and homemakers women are more likely than men to spend substantial portions of their adult lives outside the paid labor force. When employed, they are more likely to earn less than men. So they are disproportionately represented among low-income groups. Proposals dealing with employment benefits which require long job tenure or full-time employment are therefore likely to have disproportionate impact on women, as are any which favor higher income groups."

As an indication of the complexities of its work, the task force noted that often people assume that government policies could not possibly discriminate against married couples simply because the couples consist of an equal number of men and women. But often discrimination does occur because of long-held beliefs about husbands' and wives' roles.



"Since the husband is the breadwinner in most families with only one wage earner," the task force commented, "laws which treat two-income couples less favorably than one-income couples may have a disparate impact on working wives. On the other hand, laws based on the assumption that the husband is the sole breadwinner may produce inappropriate results where part of the family income is earned by the wife, where the wife makes a non-cash contribution to the household, or where the husband is providing

no support at all. Any proposal which deals with married couples or families as economic or social units must therefore be carefully examined to determine its impact on families with different lifestyles and distributions of male and female roles."

Marjory F. Hart, Federal Women's Program Coordinator for USDA, said she thinks "that deleting the exclusive use of the masculine pronoun and removing gender-specific terms from federal documents are a necessary part of raising the consciousness of many people, both men and women." She adds, "I also think it is sexist and demeaning to refer to women as 'girls.' The term 'girl' implies a young and immature female who is incapable of carrying out major responsibilities or making important decisions; but who is dependent upon someone else—her father, her male boss, or her husband—to do things for her. Most people would not dream of calling an adult male 'boy' because that also implies immaturity and inexperience.

"Many words and terms that were once considered to be generic are no longer acceptable because they perpetuate deep-seated sexist attitudes. These attitudes may be buried so deep in the subconscious mind that persons holding them may be unaware of them."

Hart adds, "One of the nation's leading book companies has issued a booklet in

which it deals with the subject of equal treatment of men and women. In it, it stresses the use of parallel terms, such as boy/girl, man/woman, husband/wife, and not, for example, men and ladies or man and wife.

"I have been accused of many things, and among them, of being over-sensitive and paranoid. But I think we need to recognize that the words and terminology we use do reveal our thoughts and attitudes."

So far, Hart said, as a result of President



Carter's mandate, Appendix I to the USDA Employee Handbook is being revised (to include both masculine and feminine pronouns) and the Classification and Manpower Programs Division in the Office of Personnel has changed its name to the "Classification and Staff Resources Division."

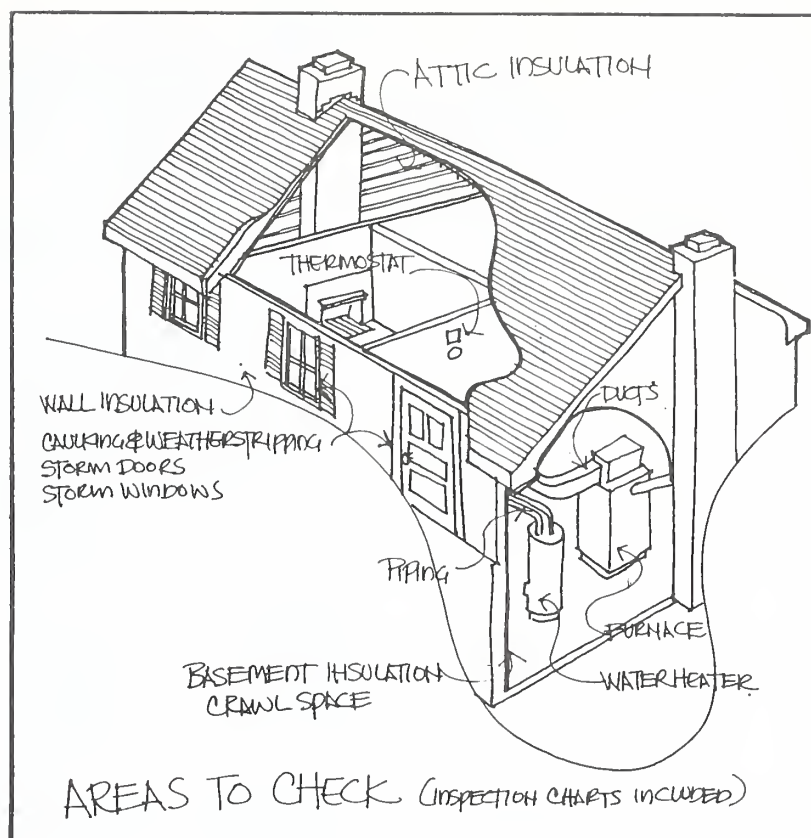
One other thing OP has done, Hart said, has been to ask its divisions to report on the amount and distribution of dollars spent for training by the agency, the types of training given to male and female workers, and to indicate whether the training received by women will enhance their future job opportunities and prepare them to compete more favorably with men.

Hart said the bulk of the review work within each agency probably will be conducted by the various agency Federal Women's Program coordinators. The coordinators met twice in November with Justice Department task force members to get specific instructions in meeting task force objectives.

Among those attending the meetings were *Margaret Evans* and *JoAnn Saunders* of the Agricultural Stabilization and Conservation Service. Saunders is FWP coordinator for ASCS, while Evans is a management analyst in the section that will point out changes which ASCS should make in its regulations, directives, and other materials. As a result of the task force, ASCS—probably more so than any other USDA agency, Hart said—may have to rewrite its entire collection of information because it refers mainly to state and county committeemen.

Other employees attending the task force meetings were: *Barbara Baldwin*, of the Food and Nutrition Service; *Eleanor Wilson*, Soil Conservation Service; *Cynthia Mercado*, Food Safety and Quality Service; *Celeste Huecker*, National Agricultural Library; *Gene Crawford*, Animal and Plant Health Inspection Service; *Evelyn Hutchins*, Agricultural Marketing Service; *Dagmar Morales-Schroeder*, Forest Service; and *Diane Behrens*, Rural Electrification Administration.

Others attending the meeting were *Audrey Bayhille*, *Suzanne Olive*, and *Marva Jett*, Office of Equal Opportunity; *Jo Littrell*, Agricultural Research Service; *Naomi Hamilton*, Office of the Inspector General; *Anne Barnes*, Federal Crop Insurance Corporation; *M. Gill Piquette*, Foreign Agricultural Service; *Margaret Caswell*, Office of Operations; *Sally Ogelby*, Office of General Counsel; *Diane Decker*, Statistical Reporting Service; *Corinne LeBovit* and *Evelyn Kaitz*, Economic Research Service; and *Leslie Bobrowsky*, Graduate School. □



## For a Good Investment, Weatherize Your Home

Buying a home, most folks agree, is one of the best investments you can make. But weatherizing it, especially if it's an older rural home, may be a better investment.

With steadily increasing fuel prices, homeowners are finding that money put into home weatherization is a better investment than the stock market.

Besides saving money, the homeowners also get an unexpected bonus of greater comfort. Weatherization can eliminate drafts that homeowners may have gotten used to over the years, but which they no longer have to live with.

As a USDA employee, you may be considering—or already working on—weatherizing your home to keep it cool in warm weather and warm in cool weather. If so, how much you will save on your fuel bill is entirely dependent upon the design and condition of your property.

According to the Department of Energy, a savings of 20 percent might be realized in a rural home where weatherization has been ignored for years. In poorly maintained homes, much higher savings and more efficient use of heating and air conditioning are possible.

Although few of us can afford the time and expense of properly insulating an old home all at once, there are seven areas

that should be at the top of your list as things to check and correct:

- caulking and weatherstripping
- storm windows and doors
- attic insulation
- wall insulation
- underfloor insulation
- maintenance of mechanical systems
- maintenance of water heating systems

According to government figures, the average costs of weatherizing a home range from \$1,000 to \$1,500. However, since so many factors enter into the costs, the amount you spend could be substantially higher or lower.

Still, a lot can be done on a small budget. Caulking, for instance, may be done cheaply if you do the work. Or you can weatherize your home in sections, starting with the colder, more exposed north side of the house.

If you cannot invest in permanent storm windows, you can construct them from light wood and sheet plastic. This will be just as effective as permanent storm windows if properly installed and vented, but will only last 1 to 3 years.

When it comes to insulation needs and furnace settings, you may have to get professional advice from individuals and

(Continued on next page)

(Continued from page 3)

organizations with a reliable reputation in your community. Beware of disreputable home repair opportunists who may be marketing inferior insulation or poor service.

Finally, there may be considerations other than renovation that can also help to save fuel and dollars. Foundation plantings, for example, around your home can protect it from wintry winds, and provide shade in the summer.

People with children or pets that are in and out of the house a lot may find they still have large fuel bills even after weatherizing their homes. This might require a small vestibule or a door on the sheltered side of the house for the family to use.

For all of its time and expense, home weatherization is an opportunity to save, and one which none of us can afford to pass up.

## Flamm Appointed Environmental Coordinator

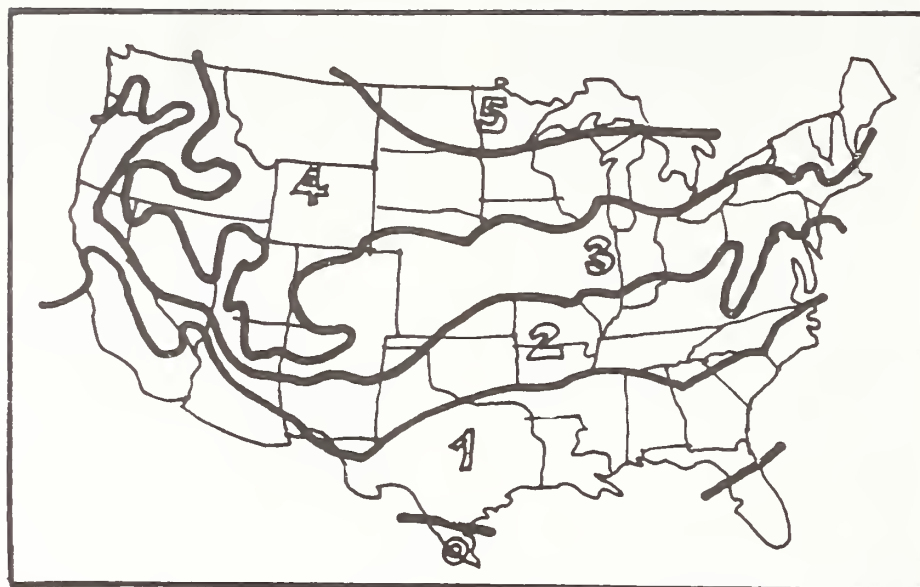
Barry Flamm, a former staff member of the President's Council on Environmental Quality, has been named environmental coordinator for USDA.

He will coordinate all of the Department's environmental activities, including pesticides, land, water and air resources, and solid wastes. Flamm will be on the staff of M. Rupert Cutler, Assistant Secretary for Conservation, Research and Education.

Flamm will be assisted by Errett Deck, who will serve as pesticides coordinator, and by Glen Loomis, who will coordinate land, air, water and solid waste activities. Deck formerly held the position that Flamm now holds. He left that position to devote all his time to issues related to pesticides, pest control, and integrated pest management.

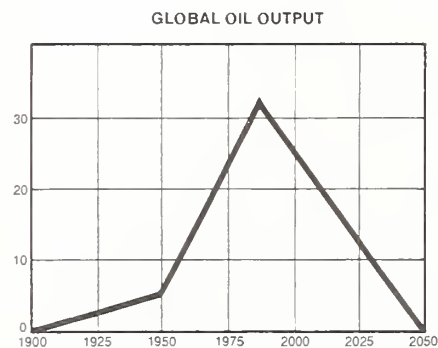
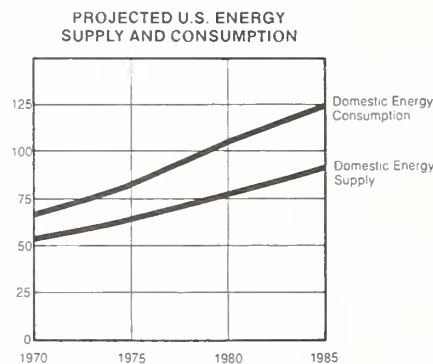
Flamm had been with the Council on Environmental Quality from 1974, last serving as senior staff member responsible for public lands, natural resources, and agriculture. Prior to joining CEQ as an ecologist, Flamm worked for the Forest Service. In 1955, he was hired as a district ranger assistant in Silver City, N. Mex., and worked on national forests in New Mexico, Arizona, Colorado, and Wisconsin. In 1968, he transferred to Washington, D.C.

Born in Cincinnati, Flamm, 43, received a bachelor's degree from Colorado State University and a master's degree from American University.



R-VALUE FOR:	ZONE 1	ZONE 2	ZONE 3	ZONE 4	ZONE 5
CEILINGS	R-26	R-26	R-30	R-33	R-38
WALLS	R-13	R-19	R-19	R-19	R-19
FLOORS	R-11	R-13	R-19	R-22	R-22

Insulation is rated with an R-value. The higher the R-value, the greater the heat retardation of the material, and the more effective the insulation.



## PEOPLE

John R. Kennedy, a supervisory engineer at USDA's National Animal Disease Center in Ames, Iowa, has been certified as a plant engineer by the American Institute of Plant Engineers. Kennedy supervises the operation and maintenance of one of the most modern livestock and poultry research laboratories in the world.

## Technical Data: Caulking

Caulking compound comes in cartridge or knife grade. Filler, such as oakum, caulking cotton, sponge rubber, and glass fiber, can be put in large cracks before caulking compound is applied.

### CAULKING COMPOUNDS

Type	Relative Cost	Durability	Comments
White lead-based	least expensive	1-2 yrs.	allows for little expansion
Latex or butyl	moderate	5 yrs.	can be painted
Elastomeric	most expensive	indefinite	cannot be painted, but comes in colors
Hypolon			
Polysulfide			
Silicon			

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Milton Sloane, Editor



## The Reason for the Reorganization



*At USDA recently, Civil Service Chairman Alan Campbell discussed government reorganization.*

The proposed reorganization of government will help managers manage better, the nation's top personnel manager says.

Speaking at USDA on reorganization in general, Civil Service Chairman *Alan Campbell* said: "I cannot emphasize the point too strongly (that) improved management has been the primary focus" of President Carter's reorganization efforts.

"In my first conversation with the President," Campbell said, "he made it abundantly clear that he felt some fundamental changes in federal personnel management were necessary.

"He believed that in the long run, improving and simplifying federal management practices could make a major contribution to improved effectiveness, responsiveness, and efficiency of government.

"This improvement is imperative, for the public's perception of the government has reached a particularly low level."

A recent Gallup Poll, Campbell noted, indicated that two-thirds of the people believe that federal employees are paid more than their privately employed

counterparts; two-thirds believe that government benefits are excessive; and three-fourths believe that civil servants do not work as hard as their private sector counterparts.

"In contrast to this," Campbell said, offering a balance to the criticism of federal workers, "when you ask the public their judgment about individual federal employees with whom they've had contact, over 70 percent said they are satisfied or very satisfied with the service they received.

"Individuals working in the civil service are entirely deserving of that 70 percent rating, although I believe we can improve it.

"The federal work force," Campbell added, "is inherently more skilled and better educated than at any other time in decades. But, the system in which they work is probably getting worse."

According to Campbell, the system is so encrusted with rules and regulations that too many managers feel it is almost impossible to take proper and timely personnel actions. In short, Campbell said, there is a vast reservoir of talent within the civil service, but the restric-

tions on management prevent its most effective use.

"We approached the reorganization with the belief that managers need adequate power to manage," Campbell said, speaking as chairman of the Personnel Management Task Force. "This means greater flexibility in hiring, in rewarding, in assigning and reassigning employees, in disciplining, in discharging, and in all the rest of the actions associated with managing people."

For example, Campbell said, the task force is recommending the elimination of restrictions that require, in some instances, 7 months to hire employees and

*(continued on page 4)*

### Deputy Secretary White Resigns

*John C. White*, Deputy Secretary of Agriculture since March 1977, has resigned to become chairman of the Democratic National Committee.

At DNC, White reportedly will be responsible for fund-raising for the Democratic Party, helping shape party goals, serving as intermediary with Members of Congress, governors, and state party chairmen, and helping to sell the Administration's programs.

Asked why he had been nominated to head the DNC, White was quoted in *Time* magazine as saying: "Somebody told me they needed a lying, doublecrossin' s.o.b. in there, but I hope that's not the reason."

### An Inside Look At Retirement Earnings

Everyone cares about retirement. Older employees on the verge of retiring want to know what they will get. Young employees just starting out ought to know: they are making the long term plans for their families. In between, it is a good idea to check from time to time; the figures help fit retirement into other savings programs.

Inside then is a chart showing what annuity you can expect at retirement time.

# CIVIL SERVICE RETIREMENT (For Employees Separated)

## KEY TO ANNUITY RATES IN TABLE

A—Monthly annuity to retired employee if survivor benefit is not elected.

B—Monthly annuity to retired employee with maximum benefit to surviving spouse.

The maximum benefit to surviving spouse of retired employee is approximately 55% of rate A. The benefit to the spouse of an employee whose death occurs before retirement is the same, or may be larger under the guaranteed minimum provision.

## NOTE

1. Service for which retirement deductions were withheld and later refunded cannot be counted unless the refund is redeposited.

2. Rates shown are subject to reduction if—

(a) retirement (except on account of disability or under the special provisions for law enforcement officers, firefighters, and air traffic controllers) is before age 55. Reduction for this reason is  $\frac{1}{8}$  of 1% for each full month the retiring employee is under age 55.

(b) service includes any civilian time since August 1, 1920, for which no retirement deductions were withheld or deposited. Monthly reduction in retired employee's annuity for this reason is  $\frac{1}{12}$  of 10% of the amount due as deposit. Monthly reduction for surviving spouse is 55% of monthly reduction in retired employee's annuity.

3. If retirement is on account of disability, the rates shown as payable to the retired employee (A and B) are subject to increase if he or she qualifies for the guaranteed minimum disability annuity.

4. "Years of Service" columns include credit for unused sick leave. Annuity based on actual service is limited to 80% of "high-3" average pay. This limit is reached with 41 years and 11 months of service (slightly less if "high-3" average pay is less than \$5,000). However, annuity in excess of the 80% which is produced by credit for unused sick leave is payable.

Years of Service		\$4,000	\$5,000	\$6,000	\$7,000	\$8,000	\$9,000	\$10,000	\$11,000	\$12,000	\$13,000	\$14,000	\$15,000	\$16,000	\$17,000	\$18,000	\$19,000
5	A	\$27	\$31	\$38	\$44	\$50	\$56	\$63	\$69	\$75	\$81	\$88	\$94	\$100	\$106	\$113	\$119
	B	26	30	37	43	49	55	61	67	73	79	85	91	98	104	110	116
6	A	33	39	46	54	62	69	77	85	93	100	108	116	123	131	139	146
	B	32	38	45	53	60	68	75	83	90	98	105	113	120	128	135	143
7	A	39	46	55	64	73	83	92	101	110	119	128	137	147	156	165	174
	B	38	45	54	63	71	80	89	98	107	116	125	134	143	152	161	170
8	A	45	53	64	74	85	96	106	117	128	138	149	159	170	181	191	202
	B	43	52	62	73	83	93	104	114	124	135	145	155	166	176	186	197
9	A	50	60	73	85	97	109	121	133	145	157	169	181	193	205	218	230
	B	49	59	71	82	94	106	118	130	141	153	165	177	189	200	212	224
10	A	56	68	81	95	108	122	135	149	163	176	190	203	217	230	244	257
	B	55	66	79	92	106	119	132	145	158	172	185	198	211	224	238	251
11	A	63	76	91	106	122	137	152	167	183	198	213	228	243	259	274	289
	B	61	74	89	104	119	133	148	163	178	193	208	222	237	252	267	282
12	A	70	84	101	118	135	152	169	186	203	219	236	253	270	287	304	321
	B	68	82	99	115	132	148	165	181	197	214	230	247	263	280	296	311
13	A	76	93	111	130	148	167	185	204	223	241	260	278	297	315	334	352
	B	74	90	108	127	145	163	181	199	217	235	253	271	289	306	323	340
14	A	83	101	121	141	162	182	202	222	243	263	283	303	323	344	364	384
	B	81	98	118	138	158	177	197	217	236	256	276	295	314	332	350	368
15	A	90	109	131	153	175	197	219	241	263	284	306	328	350	372	394	416
	B	87	107	128	149	171	192	213	235	256	277	298	318	338	357	377	397
16	A	96	118	141	165	188	212	235	259	283	306	330	353	377	400	424	447
	B	94	115	138	161	184	207	230	252	275	298	319	340	362	383	404	425
17	A	103	126	151	176	202	227	252	277	303	328	353	378	403	429	454	479
	B	100	123	147	172	197	221	246	270	295	317	340	363	386	408	431	454
18	A	110	134	161	188	215	242	269	296	323	349	376	403	430	457	484	511
	B	107	131	157	183	210	236	262	288	313	337	361	385	410	434	458	482
19	A	116	143	171	200	228	257	285	314	343	371	400	428	457	485	514	542
	B	113	139	167	195	223	250	278	305	331	356	382	408	434	459	485	511
20	A	123	151	181	211	242	272	302	332	363	393	423	453	483	514	544	574
	B	120	147	177	206	236	265	294	322	349	376	403	430	458	485	512	539
21	A	130	159	191	223	255	287	319	351	383	414	446	478	510	542	574	606
	B	126	155	186	218	249	280	309	338	367	395	424	453	482	510	539	568
22	A	136	168	201	235	268	302	335	369	403	436	470	503	537	570	604	637
	B	133	164	196	229	262	294	324	355	385	415	445	475	506	536	566	596
23	A	143	176	211	246	282	317	352	387	423	458	493	528	563	599	634	669
	B	139	172	206	240	275	308	339	371	403	434	466	498	530	561	593	625
24	A	150	184	221	258	295	332	369	406	443	479	516	553	590	627	664	701
	B	146	180	216	252	288	321	354	388	421	454	487	520	554	587	620	653
25	A	156	193	231	270	308	347	385	424	463	501	540	578	617	655	694	732
	B	152	188	225	263	300	335	369	404	439	473	508	543	578	612	647	682
26	A	163	201	241	281	322	362	402	442	483	523	563	603	643	684	724	764
	B	159	196	235	274	312	348	384	421	457	493	529	565	602	638	674	710
27	A	170	209	251	293	335	377	419	461	503	544	586	628	670	712	754	796
	B	165	204	245	286	324	362	399	437	475	512	550	588	626	663	701	739
28	A	176	218	261	305	348	392	435	479	523	566	610	653	697	740	784	827
	B	172	212	255	297	336	375	414	454	493	532	571	610	650	689	728	767
29	A	183	226	271	316	362	407	452	497	543	588	633	678	723	769	814	859
	B	178	220	264	307	348	389	429	470	511	551	592	633	674	714	755	796
30	A	190	234	281	328	375	422	469	516	563	609	656	703	750	797	844	891
	B	185	229	274	318	360	402	444	487	529	571	613	655	698	740	782	824
31	A	196	243	291	340	388	437	485	534	583	631	680	728	777	825	874	922
	B	191	237	284	328	372	416	459	503	547	590	634	678	722	765	809	853
32	A	203	251	301	351	402	452	502	552	603	653	703	753	803	854	904	954
	B	198	245	294	339	384	429	474	520	565	610	655	700	746	791	836	881
33	A	210	259	311	363	415	467	519	571	623	674	726	778	830	882	934	986
	B	204	253	303	349	396	443	489	536	583	629	676	723	770	816	863	910
34	A	216	268	321	375	428	482	535	589	643	696	750	803	857	910	964	1,017
	B	211	261	312	360	408	456	504	553	601	649	697	745	794	842	890	938
35	A	223	276	331	386	442	497	552	607	663	718	773	828	883	939	994	1,049
	B	217	269	321	370	420	470	519	569	619	668	718	768	818	867	917	967
36	A	230	284	341	398	455	512	569	626	683	739	796	853	910	967	1,024	1,081
	B	224	277	330	381	432	483	534	586	637	688	739	790	842	893	944	995
37	A	236	293	351	410	468	527	585	644	703	761	820	878	937	995	1,054	1,112
	B	230	285	339	391	444	497	549	602	655	707	760	813	866	918	971	1,024
38	A	243	301	361	421	482	542	602	662	723	783	843	903	963	1,024	1,084	1,144
	B	237	293	348	402	456	510	564	619	673	727	781	835	890	944	998	1,052
39	A	250	309	371	433	495	557	619	681	743	804	866	928	990	1,052	1,114	1,176
	B	243	301	357	412	468	524	579	635	691	746	802	858	914	969	1,025	1,081
40	A	256	318	381	445	508	572	635	699	763	826	890	953	1,017	1,080	1,144	1,207
	B	250	308	366	423	480	537	594	652	709	766	823	880	938	995	1,052	1,109
41	A	263	326	391	456	522	587	652	717	783	848	913	978	1,043	1,109	1,174	1,239
	B	256	316	375	433	492	551	609	668	727	785	844	903	962	1,020	1,079	1,138
41-11 & over	A	267	333	400	467	533	600	667	733	800	867	933	1,000	1,067	1,133	1,200	1,267
	B	260	323	383	443	503	563	623	683	743	803	863	923	983	1,043	1,103	1,163



# SYSTEM MONTHLY ANNUITY RATES

## On and After October 20, 1969)

Average Annual Pay (Highest 3 Consecutive Years)																				Years of Service		
\$20,000	\$21,000	\$22,000	\$23,000	\$24,000	\$25,000	\$26,000	\$27,000	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000	\$36,000	\$37,000	\$38,000	\$39,000	\$40,000		
125 122	\$131 128	\$138 134	\$144 140	\$150 146	\$156 152	\$163 158	\$169 165	\$175 171	\$181 177	\$188 183	\$194 189	\$200 195	\$206 201	\$213 207	\$219 213	\$225 219	\$231 225	\$238 232	\$244 238	\$250 244	A B	5
154 150	162 158	170 165	177 173	185 180	193 188	200 195	208 203	216 210	224 218	231 225	239 233	247 241	254 248	262 256	270 263	278 271	285 278	293 286	301 293	308 300	A B	6
183 179	193 188	202 197	211 206	220 215	229 223	238 232	248 241	257 250	266 259	275 268	284 277	293 286	303 295	312 303	321 311	330 320	339 328	348 336	358 344	367 353	A B	7
213 207	223 218	234 228	244 238	255 249	266 259	276 269	287 280	298 290	308 300	319 309	329 319	340 329	351 338	361 348	372 357	383 367	393 376	404 386	414 395	425 405	A B	8
242 236	254 247	266 259	278 271	290 283	302 294	314 305	326 316	338 327	350 338	363 349	375 360	387 371	399 381	411 392	423 403	435 414	447 425	459 436	471 447	483 458	A B	9
271 264	284 277	298 290	311 303	325 315	339 327	352 339	366 352	379 364	393 376	406 388	420 400	433 413	447 425	460 437	474 449	488 461	501 473	515 486	528 498	542 510	A B	10
304 296	319 310	335 324	350 337	365 351	380 365	395 378	411 392	426 406	441 419	456 433	471 447	487 461	502 474	517 488	532 502	548 515	563 529	578 543	593 556	608 570	A B	11
338 326	354 341	371 357	388 372	405 387	422 402	439 417	456 433	473 448	489 463	506 478	520 493	540 509	557 524	574 539	591 554	608 569	624 584	641 600	658 615	675 630	A B	12
371 356	389 373	408 390	426 406	445 423	464 440	482 456	501 473	519 490	538 506	556 523	575 540	593 557	612 573	630 590	649 607	668 623	686 640	705 657	723 673	742 690	A B	13
404 386	424 404	445 423	465 441	485 459	505 477	525 495	546 514	566 532	586 550	606 568	626 586	647 605	667 623	687 641	707 659	728 677	748 695	768 714	788 732	808 750	A B	14
438 416	459 436	481 456	503 475	525 495	547 515	569 534	591 554	613 574	634 593	656 613	678 633	700 653	722 672	744 692	766 712	788 731	809 751	831 771	853 790	875 810	A B	15
471 446	494 467	518 489	541 510	565 531	589 552	612 573	636 595	659 616	683 637	706 658	730 679	753 701	777 722	800 743	824 764	848 785	871 806	895 828	918 849	942 870	A B	16
504 476	529 499	555 522	580 544	605 567	630 590	655 612	681 635	706 658	731 680	756 703	781 726	807 749	832 771	857 794	882 817	908 839	933 862	958 885	983 907	1,008 930	A B	17
538 506	564 530	591 555	618 579	645 603	672 627	699 651	726 676	753 700	779 724	806 748	833 772	860 797	887 821	914 845	941 869	968 893	994 917	1,021 942	1,048 966	1,075 990	A B	18
571 536	599 562	628 588	656 613	685 639	714 665	742 690	771 716	799 742	828 767	856 793	885 819	913 845	942 870	970 896	999 922	1,028 947	1,056 973	1,085 999	1,113 1,024	1,142 1,050	A B	19
604 566	634 593	665 621	695 648	725 675	755 702	785 729	816 757	846 784	876 811	906 838	936 865	967 893	997 920	1,027 947	1,057 974	1,088 1,001	1,118 1,028	1,148 1,056	1,178 1,083	1,208 1,110	A B	20
638 596	669 625	701 654	733 682	765 711	797 740	829 768	861 797	893 826	924 854	956 883	988 912	1,020 941	1,052 969	1,084 998	1,116 1,027	1,148 1,055	1,179 1,084	1,211 1,113	1,243 1,141	1,275 1,170	A B	21
671 626	704 656	738 687	771 717	805 747	839 777	872 807	906 838	939 868	973 898	1,006 928	1,040 958	1,073 989	1,107 1,019	1,140 1,049	1,174 1,079	1,208 1,109	1,241 1,139	1,275 1,170	1,308 1,200	1,342 1,230	A B	22
704 656	739 688	775 720	810 751	845 783	880 815	915 846	951 878	986 910	1,021 941	1,056 973	1,091 1,005	1,127 1,037	1,162 1,068	1,197 1,100	1,232 1,132	1,268 1,163	1,303 1,195	1,338 1,227	1,373 1,258	1,408 1,290	A B	23
738 686	774 719	811 753	848 786	885 819	922 852	959 885	996 919	1,033 952	1,069 985	1,106 1,018	1,143 1,051	1,180 1,085	1,217 1,118	1,254 1,151	1,291 1,184	1,328 1,217	1,364 1,250	1,401 1,284	1,438 1,317	1,475 1,350	A B	24
771 716	809 751	848 786	886 820	925 855	964 890	1,002 924	1,041 959	1,079 994	1,118 1,028	1,156 1,063	1,195 1,098	1,233 1,133	1,272 1,167	1,310 1,202	1,349 1,237	1,388 1,271	1,426 1,306	1,465 1,341	1,503 1,375	1,542 1,410	A B	25
804 746	844 782	885 819	925 855	965 891	1,005 927	1,045 963	1,086 1,000	1,126 1,036	1,166 1,072	1,206 1,108	1,246 1,144	1,287 1,181	1,327 1,217	1,367 1,253	1,407 1,289	1,448 1,325	1,488 1,361	1,528 1,398	1,568 1,434	1,608 1,470	A B	26
838 776	879 814	921 852	963 889	1,005 927	1,047 965	1,089 1,002	1,131 1,040	1,173 1,078	1,214 1,115	1,256 1,153	1,298 1,191	1,340 1,229	1,382 1,266	1,424 1,304	1,466 1,342	1,508 1,379	1,549 1,417	1,591 1,455	1,633 1,492	1,675 1,530	A B	27
871 806	914 845	958 885	1,001 924	1,045 963	1,089 1,002	1,132 1,041	1,176 1,081	1,219 1,120	1,263 1,159	1,306 1,198	1,350 1,237	1,393 1,277	1,437 1,316	1,480 1,355	1,524 1,394	1,568 1,433	1,611 1,472	1,655 1,512	1,698 1,551	1,742 1,590	A B	28
904 836	949 877	995 918	1,040 958	1,085 999	1,130 1,040	1,175 1,080	1,221 1,121	1,266 1,162	1,311 1,202	1,356 1,243	1,401 1,284	1,447 1,325	1,492 1,365	1,537 1,406	1,582 1,447	1,628 1,487	1,673 1,528	1,718 1,569	1,763 1,609	1,808 1,650	A B	29
938 866	984 908	1,031 951	1,078 993	1,125 1,035	1,172 1,077	1,219 1,119	1,266 1,162	1,313 1,204	1,359 1,246	1,406 1,288	1,453 1,330	1,500 1,373	1,547 1,415	1,594 1,457	1,641 1,499	1,688 1,541	1,734 1,583	1,781 1,626	1,828 1,668	1,875 1,710	A B	30
971 896	1,019 940	1,068 984	1,116 1,027	1,165 1,071	1,214 1,115	1,262 1,158	1,311 1,202	1,359 1,246	1,408 1,289	1,456 1,333	1,505 1,377	1,553 1,421	1,602 1,464	1,650 1,508	1,699 1,552	1,748 1,595	1,796 1,639	1,845 1,683	1,893 1,726	1,942 1,770	A B	31
1,004 926	1,054 971	1,105 1,017	1,155 1,062	1,205 1,107	1,255 1,152	1,305 1,197	1,356 1,243	1,406 1,288	1,456 1,333	1,506 1,378	1,556 1,423	1,607 1,469	1,657 1,514	1,707 1,559	1,757 1,604	1,808 1,649	1,858 1,694	1,908 1,740	1,958 1,785	2,008 1,830	A B	32
1,038 956	1,089 1,003	1,141 1,050	1,193 1,096	1,245 1,143	1,297 1,190	1,349 1,236	1,401 1,283	1,453 1,330	1,504 1,376	1,556 1,423	1,608 1,470	1,660 1,517	1,712 1,563	1,764 1,610	1,816 1,657	1,868 1,703	1,919 1,750	1,971 1,797	2,023 1,843	2,075 1,890	A B	33
1,071 986	1,124 1,034	1,178 1,083	1,231 1,131	1,285 1,179	1,339 1,227	1,392 1,275	1,446 1,324	1,499 1,372	1,553 1,420	1,606 1,468	1,660 1,516	1,713 1,565	1,767 1,613	1,820 1,661	1,874 1,709	1,928 1,757	1,981 1,805	2,035 1,854	2,088 1,902	2,142 1,950	A B	34
1,104 1,016	1,159 1,066	1,215 1,116	1,270 1,165	1,325 1,215	1,380 1,265	1,435 1,314	1,491 1,364	1,546 1,414	1,601 1,463	1,656 1,513	1,711 1,563	1,767 1,613	1,822 1,662	1,877 1,712	1,932 1,762	1,988 1,811	2,043 1,861	2,098 1,911	2,153 1,960	2,208 2,010	A B	35
1,138 1,046	1,194 1,097	1,251 1,149	1,308 1,200	1,365 1,251	1,422 1,302	1,479 1,353	1,536 1,405	1,593 1,456	1,649 1,507	1,706 1,558	1,763 1,609	1,820 1,661	1,877 1,712	1,934 1,763	1,991 1,814	2,048 1,865	2,104 1,916	2,161 1,968	2,218 2,019	2,275 2,070	A B	36
1,171 1,076	1,229 1,129	1,288 1,182	1,346 1,234	1,405 1,287	1,464 1,340	1,522 1,392	1,581 1,445	1,639 1,498	1,698 1,550	1,756 1,603	1,815 1,656	1,873 1,709	1,932 1,761	1,990 1,814	2,049 1,867	2,108 1,919	2,166 1,972	2,225 2,025	2,283 2,077	2,342 2,130	A B	37
1,204 1,106	1,264 1,160	1,325 1,215	1,385 1,269	1,445 1,323	1,505 1,377	1,565 1,431	1,626 1,486	1,686 1,540	1,746 1,594	1,806 1,648	1,866 1,702	1,927 1,757	1,987 1,811	2,047 1,865	2,107 1,919	2,168 1,973	2,228 2,027	2,288 2,082	2,348 2,136	2,408 2,190	A B	38
1,238 1,136	1,299 1,192	1,361 1,248	1,423 1,303	1,485 1,359	1,547 1,415	1,609 1,470	1,671 1,526	1,733 1,582	1,794 1,637	1,856 1,693	1,918 1,749	1,980 1,805	2,042 1,860	2,104 1,916	2,166 1,972	2,228 2,027	2,289 2,083	2,351 2,139	2,413 2,194	2,475 2,250	A B	39
1,271 1,166	1,334 1,223	1,398 1,281	1,461 1,338	1,525 1,395	1,589 1,452	1,652 1,509	1,716 1,567	1,779 1,624	1,843 1,681	1,906 1,738	1,970 1,795	2,033 1,853	2									





# CIVIL SERVICE RETIREMENT SYSTEM MONTHLY ANNUITY RATES (For Employees Separated On and After October 20, 1969)

## KEY TO ANNUITY RATES IN TABLE

A—Monthly annuity to retired employee if survivor benefit is not elected.

B—Monthly annuity to retired employee with maximum benefit to surviving spouse.

The maximum benefit to surviving spouse of retired employee is approximately 55% of rate A. The benefit to the spouse of an employee whose death occurs before retirement is the same, or may be larger under the guaranteed minimum provision.

## NOTE

1. Service for which retirement deductions were withheld and later refunded cannot be counted unless the refund is redeposited.

2. Rates shown are subject to reduction if—

(a) retirement (except on account of disability or under the special provisions for law enforcement officers, firefighters, and air traffic controllers) is below age 55. Reduction for this reason is 1/3 of 1% for each full month the retiring employee is under age 55.

(b) service includes any civilian time since August 1, 1920, for which no retirement deductions were withheld or deposited. Monthly reduction in retired employee's annuity for this reason is 1/3 of 10% of the amount due as deposit. Monthly reduction for surviving spouse is 55% of monthly reduction in retired employee's annuity.

3. If retirement is on account of disability, the rates shown as payable to the retired employee (A and B) are subject to increase if he or she qualifies for the guaranteed minimum disability annuity.

4. "Years of Service" columns include credit for unused sick leave. Annuity based on actual service is limited to 80% of "high-3" average pay. This limit is reached with 41 years and 11 months of service (slightly less if "high-3" average pay is less than \$5,000). However, annuity in excess of the 80% which is produced by credit for unused sick leave is payable.

Years of Service		Average Annual Pay (Highest 3 Consecutive Years)																																								Years of Service
		\$4,000	\$5,000	\$6,000	\$7,000	\$8,000	\$9,000	\$10,000	\$11,000	\$12,000	\$13,000	\$14,000	\$15,000	\$16,000	\$17,000	\$18,000	\$19,000	\$20,000	\$21,000	\$22,000	\$23,000	\$24,000	\$25,000	\$26,000	\$27,000	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000	\$36,000	\$37,000	\$38,000	\$39,000	\$40,000				
5	A	\$27	\$31	\$38	\$44	\$50	\$58	\$63	\$69	\$75	\$81	\$88	\$94	\$100	\$106	\$113	\$119	\$125	\$131	\$138	\$144	\$150	\$156	\$163	\$169	\$175	\$181	\$188	\$194	\$200	\$206	\$213	\$219	\$225	\$231	\$238	\$244	\$250	A	5		
	B	26	30	37	43	49	55	61	67	73	79	85	91	98	104	110	116	122	128	134	140	148	152	158	165	171	177	183	189	195	201	207	213	219	225	231	238	244	250	B	5	
6	A	33	39	46	54	62	69	77	85	93	100	108	116	123	131	139	146	154	162	170	177	185	193	200	208	216	224	231	239	247	254	262	270	278	285	293	301	308	A	6		
	B	32	38	45	53	60	68	75	83	90	98	105	113	120	128	135	143	150	158	165	173	180	188	195	203	210	218	225	233	241	248	256	263	271	278	286	293	300	B	6		
7	A	39	46	55	64	73	83	92	101	110	119	128	137	147	156	165	174	183	193	202	211	220	229	238	248	257	266	275	284	293	303	312	321	330	339	348	358	367	A	7		
	B	38	45	54	63	71	80	89	98	107	116	125	134	143	152	161	170	179	188	197	206	215	223	232	241	250	259	268	277	286	295	303	311	320	328	336	344	353	B	7		
8	A	45	53	64	74	85	96	106	117	128	138	149	159	170	181	191	202	213	223	234	244	255	266	276	287	298	308	319	329	340	351	361	372	383	393	404	414	425	A	8		
	B	43	52	62	73	83	93	104	114	124	135	145	155	166	176	186	197	207	218	228	238	249	259	269	280	290	300	309	319	329	338	348	357	367	376	386	395	405	B	8		
9	A	50	60	73	85	97	109	121	133	145	157	169	181	193	205	218	230	242	254	266	278	290	302	314	326	338	350	363	375	387	399	411	423	435	447	459	471	483	A	9		
	B	49	59	71	82	94	106	118	130	141	153	165	177	189	200	212	224	236	247	259	271	283	294	305	316	327	338	349	360	371	381	392	403	414	425	436	447	458	B	9		
10	A	56	68	81	95	108	122	135	149	163	176	190	203	217	230	244	257	271	284	298	311	325	339	352	366	379	393	406	420	433	447	460	474	488	501	515	528	542	A	10		
	B	55	66	79	92	108	119	132	145	158	172	185	198	211	224	238	251	264	277	290	303	315	327	339	352	364	376	388	400	413	425	437	449	461	473	486	498	510	B	10		
11	A	63	76	91	106	122	137	152	167	183	198	213	228	243	259	274	289	304	319	335	350	365	380	395	411	426	441	456	471	487	502	517	532	548	563	578	593	608	A	11		
	B	61	74	89	104	119	133	148	163	178	193	208	222	237	252	267	282	296	310	324	337	351	365	378	392	406	419	433	447	461	474	488	502	515	529	543	556	570	B	11		
12	A	70	84	101	118	135	152	169	186	203	219	236	253	270	287	304	321	338	354	371	388	405	422	439	456	473	489	506	523	540	557	574	591	608	624	641	658	675	A	12		
	B	68	82	99	115	132	148	165	181	197	214	230	247	263	280	296	311	326	341	357	372	387	402	417	433	448	463	478	493	509	524	539	554	569	584	600	615	630	B	12		
13	A	78	93	111	130	148	167	185	204	223	241	260	278	297	315	334	352	371	389	408	426	445	464	482	501	519	538	556	575	593	612	630	649	668	686	705	723	742	A	13		
	B	74	90	108	127	145	163	181	199	217	235	253	271	289	306	323	340	356	373	390	406	423	440	456	473	490	506	523	540	557	573	590	607	623	640	657	673	690	B	13		
14	A	83	101	121	141	162	182	202	222	243	263	283	303	323	344	364	384	404	424	445	465	485	505	525	546	566	586	606	626	647	667	687	707	728	748	768	788	808	A	14		
	B	81	98	118	138	158	177	197	217	236	256	276	295	314	332	350	368	386	404	423	441	459	477	495	514	532	550	568	586	605	623	641	659	677	695	714	732	750	B	14		
15	A	90	109	131	153	175	197	219	241	263	284	306	328	350	372	394	416	438	459	481	503	525	547	569	591	613	634	656	678	700	722	744	766	788	809	831	853	875	A	15		
	B	87	107	128	149	171	182	213	235	256	277	298	318	338	357	377	397	416	436	456	475	495	515	534	554	574	593	613	633	653	672	692	712	731	751	771	790	810	B	15		
16	A	96	118	141	165	188	212	235	259	283	306	330	353	377	400	424	447	471	494	518	541	565	589	612	636	659	683	706	730	753	777	800	824	848	871	895	918	942	A	16		
	B	94	115	138	161	184	207	230	252	275	298	319	340	362	383	404	425	446	467	489	510	531	552	573	595	616	637	658	679	701	722	743	764	785	806	828	849	870	B	16		
17	A	103	126	151	176	202	227	252	277	303	328	353	378	403	429	454	479	504	529	555	580	605	630	655	681	706	731	756	781	807	832	857	882	908	933	958	983	1,008	A	17		
	B	100	123	147	172	197	221	246	270	295	317	340	363	386	408	431	454	476	499	522	544	567	590	612	635	658	680	703	726	749	771	794	817	839	862	885	907	930	B	17		
18	A	110	134	161	188	215	242	269	296	323	349	376	403	430	457	484	511	538	564	591	618	645	672	699	726	753	779	806	833	860	887	914	941	968	994	1,021	1,048	1,075	A	18		
	B	107	131	157	183	210	236	262	288	313	337	361	385	410	434	458	482	506	530	555	579	603	627	651	676	700	724	748	772	797	821	845	869	893	917	942	966	990	B	18		
19	A	118	143	171	200	228	257	285	314	343	371	400	428	457	485	514	542	571	599																							



(Continued from page 1.)

up to 3 years to fire them. And that does not include the time-consuming appeals process. "With this greater flexibility, however, must also come greater management accountability, and greater care to prevent abuses," he said.

"Abuse of the system often comes from poor managers afraid to manage. By removing some of the rules and regulations surrounding every personnel action, as we propose, and by giving managers more responsibility, inadequate management will be exposed. Each manager will have to develop managerial skills of a high order if he (or she) is to effectively use the new freedom to manage.

"Managers with the knowledge and ability to perform their jobs well will find, I think, that the rewards of the new system measure up to the new responsibilities."

As a case in point, Campbell said, "we propose to establish at the top of the personnel system a senior executive service, where grade and rank would be assigned to *persons* rather than *positions*. The pay system would be one with freedom for management discretion within a limited range of salaries. There would be no automatic pay increases, but there would be a possibility for earning substantial bonuses."

The service would include, Campbell added, not only supergrades, but executive levels IV and V as well. It would have a strict limitation written into law (unlike now) on the proportion of appointments that could be non-career, thereby providing protection against further politicizing of the career service. The proportion of appointments under the proposed executive service would not exceed the current 15 percent, Campbell said.

Campbell noted it has been charged that the task force is recommending removing employee protections—and not management restrictions—so more employees can be fired. "Not true," he said emphatically. By removing management barriers, Campbell declared, "we are freeing employees from the entangling restrictions which today limit their freedom of action and which undermine their morale as they increasingly see the job not getting done.

"One of the problems with public management," Campbell said, "is that most people in the top positions—whether President, Secretary of Agriculture, Civil Service Chairman, or what have you—often have a relatively short-range view due to their limited terms of office. Therefore, to make their mark quickly, they are likely to turn away from trying to make basic improvements in managing the government's business

## GPA Established

### More on Reorganization . . .

Secretary Bergland has officially established the Office of Governmental and Public Affairs (GPA). The new office performs the functions of the old Office of Congressional and Public Affairs, the Office of Communication, and the Office of Intergovernmental Affairs.

The merger by the Secretary is part of a Departmentwide reorganization plan announced in October. Under that plan, the total number of agencies in USDA will be cut from 40 to 26.

Secretary Bergland said the offices forming GPA are responsible for maintaining the flow of information, and providing the liaison, between USDA and the Congress, mass communications media, state and local governments, and the general public.

"By bringing the public information functions together into one organization, we can reduce duplication and improve our information services to the public," the Secretary said.

Secretary Bergland also announced that the director of the new office is *James C. Webster*. Webster was until recently director of USDA's congressional and public affairs staff. Before that, he was chief clerk and press secretary of the Senate Committee on Agriculture, Nutrition and Forestry.

Appointed to assist Webster are:

*K. Richard Cook*, acting deputy director for congressional affairs, who was formerly administrative assistant to ex-Sen. Gale McGee.

*Maynard C. Dolloff*, acting deputy director for intergovernmental affairs,

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unless there are genuine opportunities for management improvement. We believe the system we are recommending will provide those opportunities."

In arguing for greater management flexibility and fewer restrictions, Campbell said he often likes to draw the analogy to a baseball team. "No one argues against the need for a batter to wear a protective helmet," he said, "or the need for some players—like the catcher—to have protective gear. However, if you dressed the entire team in a complete set of catcher's pads, they could not hit, field, or throw too well no matter how talented they might be. I might draw the analogy a little further and add that in baseball the manager's fate is decided on his team's performance."

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- ☐ the one after Series D.
- ☐ an appreciation Bond that is purchased at a cost of 75 percent of face value. It gains interest at the rate of six percent when held to maturity.

who is a former commissioner of agriculture for the State of Maine.

*Edwin W. Goodpaster*, acting deputy director for public affairs. Goodpaster was formerly deputy national editor of the Washington Post.

Within the public affairs section, *Stanley D. Weston* will be in charge of current information, and *Claude W. Gifford* will be in charge of visual information and publications. Weston was formerly deputy of congressional and public affairs, while Gifford was director of the old Office of Communication.

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Milton Sloane, Editor





